

# EL MORRO

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February 2007

## New volunteers receive training in community service

**Marc McCormick**  
*El Morro*

The Volunteer Advisory Council of Fort Buchanan recently held training for new volunteers to the Buchanan community.

Volunteer Coordinator Ivette Davila conducted the workshop introducing new members to the Buchanan volunteer system.

The Fort Buchanan Volunteer Advisory Council was designed to identify volunteer issues in the community, share successful programs, address common problems and encourage interaction among volunteer organizations in the Buchanan community.

As part of Army volunteering, a Volunteer Tools in the Volunteer Management Information System is available. The tools will help find volunteer opportunities, apply for positions and maintain volunteer records.

Registering for the MyArmyLifeToo system prior to using the Volunteer Management Information System will make utilizing the system easier for you.

Many tools in the VMI system can be accessed by anyone using the system who hasn't registered to the system.

For example, you can search for volunteer opportunities without registering. However, if you decide to apply for a position and/or register as a volunteer, you must be registered to

the MyArmyLifeToo Web site. The Web site can be accessed at [www.myarmylifetoo.com](http://www.myarmylifetoo.com).

Volunteer agencies at Ft. Buchanan include —

- 65th Regional Readiness Command FRG.
- ACAP.
- Army Community Service.
- Army Family Team Building.
- Chapels.
- Child and Youth Services.
- Coast Guard.
- DDESS Schools and PTO.
- DMWR.
- Girl and Boy Scouts.
- Health Clinic.
- Installation Legal Office.
- Make A Difference Day Event.
- Navy.
- Post Library.
- Puerto Rico Air National Guard.
- Puerto Rico National Guard.
- Sentinels of Change.

### Volunteerism and the Army

Volunteering is a defining part of the American experience. From the Minutemen at Lexington to today's all volunteer force, the Army relies on the fundamental connection between volunteerism and citizenship. The strength of the Army lies in its Soldiers, and the strength of Army communities lies in the talents and contributions of its members. Volunteerism stabilizes our Army communities by contributing to community

cohesion, increasing self-reliance, and enhancing the well-being of our Soldiers and their families. The Army relies on volunteers to contribute to the well-being of Soldiers, civilians, and families.

The twenty-first century brings new challenges for our Nation and the military.

The Army is undergoing monumental transformation to increase the force's relevance and readiness to face the uncertainties of today's global challenges, enabling it to pursue ways of war that are increasingly rapid, simultaneous, and non-contiguous. So too must the Army transform its volunteer programs to remain relevant to an Army increasingly deployed and capable of meeting emerging needs. Volunteerism must seek new ways to engage people to continue to harness the power of people who believe that one person can make a difference.

The Army Volunteer Corps will be the Army's agent of transformation for volunteerism. The AVC is an umbrella that encompasses all volunteers and organizations using volunteers.

The Army Volunteer Corps will communicate the vision of Army leadership to promote an environment that values volunteers — one that is characterized by mutual respect, institutional support, and opportunities for personal growth. The mission and vision for the AVC communicates the Army's commitment to volunteerism.



Marcos Orengo

**Ivette Davila, volunteer director, Fort Buchanan, led the workshop for new volunteers at a symposium held at the Community Club.**

## San Juan MEPS NCO Eastern Sector Senior NCO of the year

**Marc McCormick**  
*El Morro*

Master Sgt. Jorge Galloza has experienced all the Army has to offer, and through career dedication he has achieved the distinction of being selected as the MEPS Eastern Sector Senior NCO of the year. Galloza will now compete with the Western Sector selectee for the MEPSCOM Senior NCO of the Year.

"We have thirty-four MEPS which are part of Eastern Sector and San Juan MEPS is the sole overseas MEPS located in Eastern Sector. (Master Sgt.) Galloza had an opportunity to compete at that level. For us, it was not only an honor he was selected but it was an honor he got to the other side too and the fact that he is also a local boy that makes the honor bigger because most of the staff we have in here are basically locals," Capt. Eric Martinez, commanding officer, San Juan MEPS, said.

"I want the community to see that one of our own has been able to shine. The other value I see is that he is a former recruiter himself. This is his second assignment here

to San Juan MEPS. He is serving right now as the medical NCOIC. He just got promoted to E-8, in the entire command of MEPSCOM there were only two (promoted to E-8)," he said.

"I came in the Army when I was twenty years old in 1990. I come from Aguada which is in western Puerto Rico. I was a recruiter at Rio Piedras... and I used this same MEPS. I was there from '93 to '96," Galloza said.

From Puerto Rico, Galloza went to Fort Hood, Texas and was deployed twice to Bosnia coming back to the San Juan MEPS in 2000. In 2003, Galloza left Puerto Rico for Wurzburg, Germany as a member of the 67th Combat Support Hospital eventually deploying to Iraq. He returned to San Juan in 2005.

"I work in the medical section; we perform all the medical examinations for the different services for the young kids who come through enlisting in the armed forces. I am in charge of five civilians and one military," Galloza added.

Last year, MEPS conducted 3,435 phys-

**See NCO** **Page 5**



File Photo

## World's oldest man, Soldier dies...

**Emiliano Mercado del Toro, 115, reportedly died quietly at his home in northern Puerto Rico of natural causes, relatives said. He was an enlisted Soldier but was not sent to the front during World War I to fight. Del Toro was honored during a burial ceremony recently. Fort Buchanan Commanding Officer Col. Stephen M. Ackman attended the service on behalf of Ft. Buchanan and the Army. Del Toro was from Isabela, Puerto Rico. he held the distinction of the oldest living human being for one month. More pictures Page 18.**



# FROM THE COMMANDER:



February:  
Long awaited  
projects begin.

February in the continental United States can be a very trying time.

February second is Groundhog Day, a day with little meaning in Puerto Rico, but should be one of amusement to us as we look at folks in Pennsylvania and across America wondering if there will be six more weeks of winter — in Puerto Rico what do we care!

In concert with this idea, and perhaps to be expected, the garrison gets a number of visits in the January and February time frame.

The senior mission commander of Fort Buchanan, Maj. Gen. Alan Bell visited with other Army Reserve installation commanders and the USARC G-7 on Jan. 23 - 24.

General Bell is our third Senior Mission Commander in as many years, and has been to Puerto Rico many times on missions pertaining to training, but this was his first visit to Fort Buchanan.

It was a great pleasure to host him and a great opportunity for him to see the facility which supports our Soldiers as

well as all others who rely on Buchanan.

Among the many activities at Buchanan are —

- Ground breaking for the new Car Care Center took place on Jan. 9 and construction has begun.

- Final touches are being applied to Pee Wee Field's new and improved track.

- Final take down in Buchanan Heights is under way, and contracts for renovations of restrooms in the Community Club (long overdue) are in the works.

- Expect the Water Spout to be shut down for some weeks in the coming months as we begin an overhaul of this valuable recreation resource for function and appearance.

- Also expect some work in the Bowling Center as we install a new pin setter and make some needed improvements. While it won't cease operations there will be some inconvenience.

This month the garrison staff welcomes two new key personnel. Pedersen will assume the duties of Deputy to the Garrison Commander at Fort Buchanan,

Puerto Rico on Feb. 4, 2007.

He comes to us with a wealth of BASOPS knowledge and Army Reserve experience having worked at the United States Army Reserve Command and at the South East Region Office of Installation Management Command.

Pedersen is the Lead Stationing Analyst in the IMCOM Southeast Region Stationing Management Office.

In this position he is responsible for supervising the region stationing analysts in the analysis, processing, coordination, sourcing and synchronization of stationing actions within the region.

These actions include those directed by Army Modular Force and Transformation, Global Defense Posture and Realignment, Base Realignment and Closure 2005 and routine Army Command initiated discretionary realignments/stationing.

Pedersen also manages the Army Stationing and Installation Plan for the Southeast Region.

We also welcome Chaplain (Capt.) Jesus M. Munoz. Chap-

lain Munoz most recently served in the 65th Regional Readiness Command as a chaplain and is new to the Active Guard and Reserve program. In fact he is the first ever Roman Catholic Army Reserve AGR Chaplain. We are indebted to the Diocese of Arecibo for releasing him to serve with us.

You may also see Lt. Col. Mario Morales who will serve with the Casualty Assistance Center for a year.

He serves courtesy of HQDA and comes to us from the Puerto Rico National Guard. Welcome him as well.

Your garrison staff will continue to work for ways to improve service while doing so at greater efficiency.

Keep telling us about your experiences.

Keep our deployed Soldiers, Sailors, Marines, Airmen, Coast Guardsmen, civilians and their families in your thoughts and prayers.



Joe Bonet

## Buchanan hosts commanders' conference

*Fort Buchanan recently hosted several commanders from United States garrisons for a week long conference. Attending the conference were (left to right) —*

- Col. William S. Wood - Hunter Liggett.
- Col. R. Donald McNeil - Fort Dix.
- Col. Kevin R. Riedler - Hunter Liggett.
- Col. Stephen M. Ackman - Fort Buchanan.
- Maj. Gen. Alan D. Bell - USARC.
- Col. Derek Sentinella - Fort McCoy.
- Lt. Col. Caryn Suzane Heard - Devens RFTA.
- Lt. Col. John D. Cushman - Hunter Liggett.
- Lt. Col. Kevin Stickdorn - IMCOM-ARO.
- Col. Jorge Santiago - ACSIM-AR.



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# Groundbreaking takes place for new gas station facility

**Marc McCormick**  
El Morro

Ron Baker, the new manager of the Fort Buchanan Exchange, who arrived here three months ago, welcomed everybody to the ceremonial "dirt turning" marking the beginning of construction of a new gas station facility on post.

The facility will feature new gas pumps, service bays and shopette.

"AAFES exists for two reasons," Baker said. "Offering shoppers services at good prices as well as provide MWR dividends... such as supporting the bowling alley. And, also take whatever money is left over and build new things here or keep our existing facilities going."

"Today is an important day in the history of Fort Buchanan," Col. Stephen M. Ackman, commanding officer, Fort Buchanan, said. "There are still people who speculate about Fort Buchanan." Ackman then spoke about the planning process and how projects are affected in terms of gathering the resources, appropriating money and all the rest — "To the average person it seems like it is never going to happen."

"Today, for the first time since the arrival and departure of USARSO, the establishment of the moratorium and its modification, actual real change is occurring," Ackman said.

Underscoring the impact of the gas station complex, Ackman said, "Many of you are not aware, (but) a number I keep questioning is, that from Dec. 3 to 10, during that week, just a little over 30,900 vehicles visited this installation."

"First of all, I want to thank Col. Ackman, his folks and the Puerto Rican people for their support and partnership that we (AAFES) have experienced here," AAFES Eastern Region Senior Vice President Julie M. Zills said.

"Throughout the years we have been in Puerto Rico. We have really enjoyed a great partnership..." she said.

"Although it has been twelve years; we started this in 1995; and because of the moratorium, we have delayed the project but it is time now to get on with the project..." she added "The facility is going to be more than 4500 sq. ft.; it's going to have eight pumping stations with credit card (capability); it's going to be faster and better than anything you are experiencing right now. It's (the gas station complex) also going to have four care bays and top quality equipment so you can get your care fixed rapidly," she said.

The new shopette/gas station facility will help provide services to vehicles faster and better, relieving congestion and alleviating traffic pattern problems that now exist. Located close to the commissary on Terminal Road, the facility will make the overall shopping experience at Fort Buchanan easier.

In closing, Zills also said, "We also want to thank the folks who are currently working in the old facility because even though it is an old facility they have provided some of the best customer service I have seen anywhere."



Marc McCormick

**Col. Stephen M. Ackman, commanding officer, Fort Buchanan, (middle), breaks ground with local and regional AAFES officials at the site for a new automobile service station.**

## Post Talk

### Cable Office...

The Cable Office and Financial Management Division will be closed every Friday 8 a.m. to 12 p.m. for training. The office will reopen at 1 p.m.

Operating hours Monday through Thursday will be 8 a.m. to 5 p.m.

Friday hours will be 1 to 5 p.m.

### Club hours...

The Community Club & Conference Center will be closed Mondays and Fridays.

Tuesday through Thursday Breakfast is 6:30 to 9 a.m. and Lunch 11 a.m. to 1 p.m.

Bingo nights are Tuesday and Thursday starting at 6 p.m.

Karaoke night is Thursdays starting at 4 p.m.

For more information, call x3535, ext. 200/206.

### Chess Tournament...

The 2007 All Army Chess Championship will be May 12 to 18 at Fort Meyer, Arlington, Va.

Each player must be an active United States Chess federation rated member. 12 players will be selected and funded by

### FMWRC.

All players must apply on-line or download an application and fax it to (703) 681-7249. There is no on-site registration.

For more information and to apply, visit Web site [www.armymwr.com](http://www.armymwr.com) or call (703) 681-7204.

### Army eLearning...

The Army eLearning newsletter will now be issued on a quarterly basis. A link to the newsletter is posted on the updated Army eLearning logo page as well as the AKO My education and Army eLearning portal pages. The newsletter will no longer be delivered by email unless specifically requested.

SkillSoft will continue to publish a separate monthly newsletter. If you want to receive the SkillSoft newsletter email [wscoff@skillsoft.com](mailto:wscoff@skillsoft.com) to be added to the distribution list.

### Internships...

The White House is accepting applications for internships. Strong applicants should exhibit —

- Sound academic credentials.
- History of community involvement and leadership.
- Solid verbal and written communications skills.
- Demonstrated interest in public service.

### Internships are —

- March 6 for May 22 to Aug. 24.
- June 26 for Sept. 4 to dec. 14.

Applications can be found at Web site <http://www.whitehouse.gov/government/wh-intern.html>.

For more information, contact Karen Race at (202) 456-5979 or through Web site [intern\\_application@whitehouse.gov](mailto:intern_application@whitehouse.gov).

### School meetings...

DDESS Puerto Rico school board meetings will be —

- Feb. 15 at AHS.
- March 15 at AIS.
- April 9 at AMS.
- May 17 AES.

Organizational meetings begin at 9 a.m. followed by board meetings at 10 a.m.

For more information, call Connie at 707-4647.

### Multimedia VI...

Multimedia Visual Information Branch is the place to obtain training charts, signs, DA and command photos, video documentations.

Multimedia audio/visual has changed its customer service location. These services can be requested by calling the DOIM Service Desk at x5555, or, by visiting the DOIM office, 1st floor, Bldg. 390.

### Referral bonus...

Soldiers, future Soldiers or retirees can make a \$2,000 referral bonus through the ARS-SMART Web site at [www.usarec.army.mil/smart](http://www.usarec.army.mil/smart) or through the U.S. Army Recruiting Command toll free line at 800-223-3735, ext. 6-0473.

The person making the referral will be required to set up a user account via AKO prior to making a referral.

For more information, contact your nearest Army recruiter or call (787) 781-6100/7042 or (787) 882-0765/0766.

### Leave request...

Sonia N. Cordova, technology specialist, DOIM, is requesting leave donations. Complete forms OPM 630-A (within agency) or OPM 630-B (outside agency) and send to Diana Rios, CPAC, Bldg. 390, 218 Brook St., Fort Buchanan, PR 00934-4206. You can also fax the form to 707-3580.

### Auto Skill Center...

Effective Feb. 15 the new Auto Skill Center hours will be —

- Monday through Friday - 9 a.m. to 6 p.m.
- Saturday - 8 a.m. to 5 p.m.
- Closed Sundays and holidays. For more information, call 707-3972.

## \$2,000 REFERRAL BONUS

— Soldiers, Future Soldiers, or Retirees can make the referral through the ARS-SMART website:

<https://www.usarec.army.mil/smart/> or through the US Army Recruiting Command toll free line

1-800-223-3735 extension 6-0473.

— Person making referral will be required to set up a user account via AKO prior to making referral.

For further assistance, contact your nearest Army Recruiter or call: (787) 781-6100/7042 or (787) 882-0765/0766



**ARMY STRONG.**



**CALL TO DUTY**  
BOOTS ON THE GROUND



# Civil rights in focus during Fort Buchanan event

**Marc McCormick**  
El Morro

Dr. Martin Luther King Jr. led an eventually tragic life of epic scale. There was nothing diminutive about him. His accomplishments and flaws are an open book to those who wish to understand. However, the depth of the human being who became the symbol of American civil rights is of a different caliber.

For instance, most people do not know, or do not recall, that King was, as Jim Powell points out in his book, "Triumph of Liberty," jailed 14 times, a target of countless death threats, was stoned, was stabbed, his home was blasted by a shotgun, and his home was bombed, including a hotel room where he stayed and that was before his assassination.

It would tend make one, as famously proclaimed by Margaret Thatcher, "tend to go wobbly" Yet, King stayed on message.

An anecdotal example shows the steeliness of the man and the stubborn adherence to his message when he was giving a speech in Birmingham.

At at a 1962 meeting of the Southern Christian Leadership Conference, Dr. King was speaking when a man came up to podium and struck King in the face. The man hit him several times but King did not stop speaking. Instead, he tried to calm the man. When a semblance of order was restored, King refused to press charges against the Nazi party member who was trying to intimidate him. Needless to say, the audience was stunned and then impressed by King's fearlessness in the face of danger and by not retaliating personally or through the law, King demonstrated his commitment to non-violence.

"A man-made law code that squares with the moral law, or the law of God, is a just law," he explained. "But a man-made code that is inharmonious with the moral law is an unjust law... Let us not forget, in the memories of six million who died, that everything Adolph Hitler did in Germany was 'legal,' and that everything the Freedom Fighters in Hungary did was 'illegal.'" (Jim Powell, *Triumph of Liberty*)

To find examples of the evilness of laws can be found all through American history

such as the Dred Scott decision which was, at one time, the law of the land. A law rendered valid by the U.S. Supreme Court.

Fort Buchanan Fire Chief Raymond Johnson was the master of ceremonies for this year's event honoring Dr. King. In his opening remarks, Johnson said, "Dr. Martin Luther King attacked such injustices with love and patience. While others insulted him, he would only praise. While others wished him ill fate, he would only pray. And while others in his place fought back and advocated violence, he thought to peaceably to attain his goals and his people's goals. And in the midst of these turbulent waters, he nursed a fearless determination and spoke out against the copious iniquities that plagued the nation. After years of struggling for peace, he finally got recognition for it. At the age of 34, in 1965, he became the youngest person to be awarded the Nobel peace Prize."

Following Chief Johnson, Commanding Officer Col. Stephen M. Ackman spoke briefly about King and his ideals saying in part, "The thing that Dr. King did for Americans, as an American, he stood back and looked at



Photos by Joe Bonet

**Fort Buchanan Fire Chief Raymond Johnson opened the event celebrating the birthday of Dr. Martin Luther King Jr.**

us and he said, 'This is what you say you are, and, this is the way you are, this is how you act, so, which is it?'

"That is essentially what he did and he stepped back and looked at that question and essentially answered it by saying, 'We want to be who you say you are rather than what we are,'" Ackman said.

Command Sergeant Major Kevin B. Stuart, 1st Medical Command, was the guest speaker for the event.

In a ringing and inspirational address, Stuart looked across King's life associating it with generational, personal and historical impacts with a sense of understanding and compassion.

"He sacrificed his life in quest for justice and peace... some of the same things we have today and some of us even take it for granted," he said.

As a summation of Dr. King's legacy, Stuart said, "Dr. King said... Hate cannot conquer hate, only love can. People like this, we got to love with them, pray with them. Dr. King lived and died to serve humanity. Service was his legacy."

Although he is known for integration, it is actually integration that he challenged. Although he is known for non-violence it is non-violent resistance he changed."

See King — Page 18



**CSM Kevin B. Stuart (second from left) poses with (left to right) Jorge Millet, Magda Figueroa and Cesar Vargas of Fort Buchanan's Equal Opportunity Office. EEO personnel organized and staged the commemoration as part of their special events program. (Right) Commanding Officer Col. Stephen M. Ackman listens as Stuart speaks on the subject of Martin Luther King Jr.'s legacy and birthday.**



## History of Brown vs. Board of Education

*Editor's Note: Reprinted with permission from Web site [www.Black-History-Month.net](http://www.Black-History-Month.net).*

Linda Brown was a young, black girl in the fifth grade who had to ride the bus five miles to school each day although a public school was only 4 blocks from her home.

Although she met all requirements to attend school, she was denied admission into this white elementary school.



FILE PHOTO

**A picture of two unidentified students taken in a Fort Meyer, Virginia school Sept. 8, 1954.**

The NAACP took up her case, along with similar ones in Kansas, South Carolina, Virginia, and Delaware. Thurgood Marshall, a black lawyer and head of the NAACP, argued the five cases together.

Marshall wrote that states had no valid reason to impose segregation; that racial separation — no matter how equal the facilities — caused psychological damage to black children, and that "restrictions or distinctions based upon race or color" violated the equal protection clause of the Fourteenth Amendment.

On May 17, 1954, in the case of *Brown vs. the Board of Education of Topeka, Ks.*, the U.S. Supreme Court ended federally sanctioned racial segregation in public schools by ruling unanimously that "separate educational facilities are inherently unequal." This case overturned the precedent of *Plessy vs. Ferguson* (1896), which had declared "separate but equal facilities" constitutional, but also provided the legal foundation of the Civil Rights movement of the 1960s.

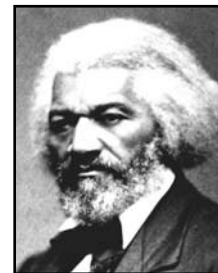
Although widely perceived as a revolutionary decision, Brown was in fact the culmination of changes both in the court and in the strategies of the Civil Rights movement.

The opinion, written by Chief Justice Earl Warren, was short and straightforward. It echoed Marshall's expert witnesses, stating that, for African-American schoolchildren, segregation "generates a feeling of inferiority as to their status in the community that may affect their hearts and minds in a way unlikely to ever be undone."

The decision went on to say that segregation had no valid purpose, was imposed to give blacks lower status and was therefore unconstitutional based on the Fourteenth Amendment. The Supreme Court's decision regarding education in America for all children is likely the greatest social and ideological event that has ever happened.

## Dred Scott

**Marc McCormick**  
El Morro



It is important to understand how radical change can be effected in America. Some situations can, by their very existence, cause men to rise to their times in ways that irrevocably change the American character.

The infamous Dred Scott decision cited in the main article was decided in 1857 when Supreme Court Chief Justice Robert B. Taney, writing for the majority, ruled that neither a slave or a former slave nor a descendant of slaves could become a U.S. citizen. This decision, embodied in law, would become the underpinning leading to the Civil War. Approximately 618,000 people died in an ideological struggle over an abhorrent idea, and, still, in the end, the issue wasn't settled. Politics proved a failure.

On through American history the struggle was carried out by blacks and whites over an issue the American Quakers had made one of their central tenets in their

See Scott — Page 18



# Computer productivity exponentially increases in work place

**Steve Ballmer**  
CEO Microsoft

During the last decade, technology has been the catalyst for incredible change. In many ways, it was the launch of Windows 95 and Office 95 eleven years ago that signaled the start of this transformation. But while we like to think that the digital revolution has already happened, we've barely scratched the surface. We still rely too much on paper documents to share ideas and paper forms to conduct business. That's about to change. During the next decade, the world's information will be digitized. So will the world's commerce, communications, and entertainment.

Today, for the first time in 11 years, we are releasing our flagship products simultaneously. With the PC an everyday tool at work and at home for nearly a billion people around the globe, the joint launch of Windows Vista, the 2007 Microsoft Office system, and Microsoft Exchange Server 2007 will open the door to an era of even greater productivity and innovation. I want to share my thoughts with you about why this wave of groundbreaking products will have a bigger impact than anything we've ever built before.

## Transforming IT from an expense into a strategic asset —

Windows 95 and Office 95 were big, bold bets for Microsoft. The fruit of 20 years of innovation at Microsoft, they embodied our belief in the power of software to change the world. That's a belief I hold more strongly than ever. Windows Vista, the 2007 Office system, and Exchange Server 2007 include sweeping changes designed to eliminate these barriers. It starts with far-reaching changes to the user experience. From the new Windows Vista Aero interface to the new Ribbon in the 2007 Office system, these products offer dramatic improvements that

enable users to focus on content and tasks rather than the interface itself, making it easier to find information and access useful features with fewer clicks.

Windows Vista, the 2007 Office system, and Exchange Server 2007 also deliver new capabilities that enhance security and performance; streamline the flow of information between people, systems, and processes; and transform the way people use information to drive informed, creative decision making.

The changes are dramatic. And with significant change comes more than a little risk. After all, these are some of the best-known and most-used products on the planet. Windows powers 845 million computers. Office is used by more than 450 million people. Any thoughtful businessperson would think twice before tinkering with the products that people use every day to manage their work and run their businesses.

So why are we making these changes? And why should you risk disrupting your business to take advantage of these new features and capabilities? Because business has changed and new tools are required. At the same time, no one labors under the illusion that business is any easier as a result. In today's global economy, where customers can find the best price without leaving their desks, competitive advantage can come and go in the blink of an eye. Meanwhile, dealing with the endless deluge of data, email, and information often threatens to overwhelm our ability to be productive and to make smart decisions. According to one leading industry analyst firm, we spend an average of 14.5 hours per week reading and answering email, while the time we spend looking for and analyzing information costs companies \$28,000 per employee per year. And ongoing studies by the research firm Outsell show that the amount of time corporate information workers spend gathering information has almost doubled in the last

five years.

Windows Vista, the 2007 Office system, and Exchange Server 2007 were designed specifically to address these issues. Our goal is two-fold. First, we want to continue to advance the revolution in workplace productivity and efficiency. More importantly, we want to provide a platform that is a catalyst for continued expansion of growth and opportunity because it enables companies to get the greatest possible value from the knowledge and expertise that their employees possess.

## A Foundation for the People-Ready Business —

Behind all of the changes in these new releases is a single, powerful idea: that people are the driving force behind business success. To provide the capabilities that people need in today's fast-changing world of work, we've focused on four specific areas —

- Simplifying how people work together — Today, people work in teams that cross divisional boundaries and span companies. Collaboration with colleagues and customers in different cities, even different continents, is the norm. The workforce is also increasingly mobile.

- Finding information and improving business insight — Companies of all sizes struggle with the fundamental paradox of the 21st century: while we generate more and more information every minute of every day our ability to extract useable knowledge from that information grows more and more tenuous all the time. Deep integration of new search technologies and powerful, easy-to-use business intelligence tools will enable employees to find and use information more easily, streamlining the path from idea to execution.

- Helping to protect and manage content — Governmental compliance mandates and the growing recognition that simplified business processes and improved infor-



File Photo

**Steve Ballmer took over full control as CEO of Microsoft from Bill Gates who retired to spend his time administering his charitable foundation.**

mation management and advanced content management and document retention tools combined with features to enhance data confidentiality make content authoring the starting point for automated business processes and regulatory compliance.

- Increasing security and reducing IT costs — Secure by design and by default, the new versions of Windows, Office, and Exchange Server deliver breakthrough security features and they streamline deployment and management, helping reduce costs and enabling IT departments to focus on providing new capabilities that deliver strategic advantage.

**NCO** **From Page 1**  
icals last year, a 21 percent increase over the previous year.

"Here, in the San Juan MEPS, all the employees we have, they all work as a family. They all understand the concept and they all work together. In this job, nobody can take personal credit. It's always a team effort... and that sense of pride, that sense of devotion and dedication, the loyalty to the unit... it makes the biggest difference to the success of the organization."

Galloza readily recognizes the fact that the entire staff of the medical department and all of MEPS have earned a part of this award.

"When you come here they make you part of the family and they take you and make you successful. I cannot say that all those things that are written in that paper are things I have accomplished if it weren't for that sense of pride and family. It's a team effort."

Among the many citations in his recommendation, Galloza was — "The driving force behind the Medical Section receiving an 'excellent' rating in the last higher headquarters inspection. He also willingly assumed the duties of the station's First Sergeant; leads a mobile training team providing on-site training throughout Puerto Rico and the Virgin Islands; and developed several strategic partnerships with units such as Rodriguez Army Health Clinic and developing consults with on-site service providers. His constant oversight and management of the quality control program at the San Juan MEPS has ensured a same day processing rate and first time qualification rate above USMEPCOM's averages and among the best in the command.

Galloza also serves as a proctor at 3 high school testing sessions in support of the Student Training Program. Currently, he is pursuing a Bachelor's of Arts degree in Business Administration at the Inter-American University of Puerto Rico.

**(Right) Members of the Medical Section staff of the San Juan MEPS gather around Master Sgt. Jorge Galloza (back row, second from left). Seated are Arnaldo Acosta and Christine Dardiz. Standing (left to right) are Miguel Mercado, Master Sgt. Jorge Galloza, HM2 Demetrius Hartsfield, Crispin Perez and Kenneth Gonzalez.**



Marc McCormick



# NSPS transition coming soon

El Morro Staff

Recently, Fort Buchanan employees received NSPS training from Steve Flugeman, Human Resources, SERO, who provided an in-depth look at the new NSPS system and how the transition will affect Buchanan employees.

Following his briefing, Flugeman answered questions from the employees.

Below is El Morro's continuing series of information articles concerning NSPS.

*Editor's Note: This is part 2 of NSPS 101 Compensation.*

**Pay Upon Reassignment** — Reassignments occur when you move to a different position within your pay band or to a position in a comparable pay band on a temporary or permanent basis.

There are four kinds of reassignments —

- Employee-initiated.
- Management-directed.
- Adverse actions.
- RIF.

**Reduction in Pay Band** — A reduction in pay band occurs when an employee moves, voluntarily or involuntarily, to a position in a lower pay band.

When an employee voluntarily moves to a lower pay band, management may decrease or increase the employee's salary within the assigned pay band. Management has the discretion to increase the salary up to 5 percent of the employee's current salary (not to exceed the maximum of the rate range).

Within a 12-month period, an employee may receive a cumulative maximum of 5 percent in base salary increases for voluntary non-competitive actions.

**Moves to a Lower Band** — If you are moved to a lower band because of an adverse action (poor performance or misconduct), your base pay may be reduced by up to 10 percent only once during a 12-month period. If your pay is reduced, it cannot fall below the minimum rate of your new pay band. Adverse actions require advanced notice, right to respond, final decision, and formal appeal rights.

An employee reduced in band through RIF procedures or by placement in the DoD Priority Placement Program or on the Reemployment Priority List is not eligible for an increase to base pay (except to set the employee's base pay at the minimum rate of the new pay band).

**Pay Retention** - Pay retention allows you to retain your current salary rather than being held to the maximum rate of the band to which you are newly assigned. The most common reasons for being granted pay retention are RIF and reclassification. Under NSPS, pay retention applies for 2 years from the date of the action initiating pay retention.

**Pay retention terminates** —

- at the end of the 2-year period;
- OR
- when the pay band rate range of your position includes the retained rate;
- OR
- when you receive an assignment to a band where your pay does not exceed the maximum.

## 2007 Pay Schedules

The Department of Defense released the 2007 NSPS Pay Schedules and Standard Local Market Supplements.

You may view these documents on the NSPS Pay Tables page at Web site <http://www.cpms.osd.mil/nsps/paytables.html>. These documents are also available on the following web pages —

- Classification - Web site <http://www.cpms.osd.mil/nsps/classification.html>.
- Pay and compensation at Web site <http://www.cpms.osd.mil/nsps/compensation.html>.

The main article on the NSPS Web site home page <http://www.cpms.osd.mil/nsps> reflects the release of 2007 NSPS pay information. We have also updated the featured "And the Answer Is" FAQ. You may review the answer to this FAQ at Web site <http://www.cpms.osd.mil/nsps/faqs.html>.

*Editor's Note: NSPS classes will be on the following dates. For more information, call Rafael Contreras at 707-3546.*

## NSPS Classes

NSPS HR ELEM/PERF MGMT FOR SUPV (2 days)

- P48 - Mar. 22-23.



Marcos Orengo

**Steve Flugeman, Human Resources, IMA SERO, listens to a question from a Fort Buchanan employee during a recent Town Hall meeting to explain NSPS.**

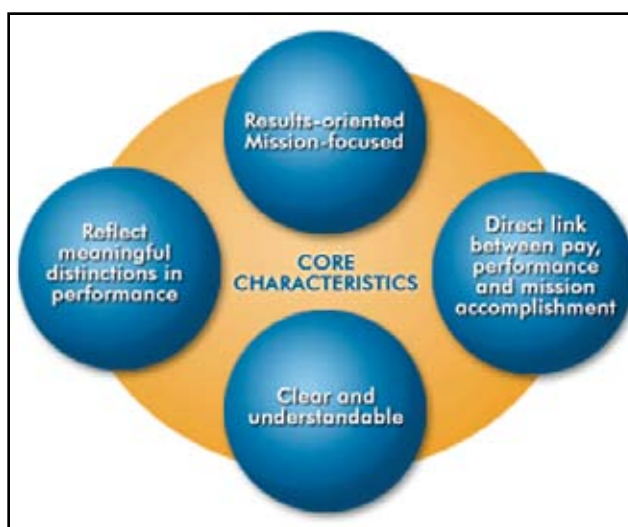
- P49 - Apr. 2-3.
  - P50 - Apr. 4-5.
  - P51 - Apr. 9-10.
- NSPS HR ELEM/PERF MGMT FOR EMPL (1 day)

- Q22 - Mar. 15.
- Q23 - Mar. 19.
- Q24 - Mar. 20.
- Q25 - Apr. 11.

Classes will be held at Antilles High School, Bldg. 1062, Rm. 104, 8 a.m. to 4 p.m. each day. Antilles High School is located at the intersection of Chrisman Rd. and Victory Dr. on Ft. Buchanan. Parking is also available behind the High School off Crane Loop, immediately after you pass the baseball field and basketball courts on your right. There are 30 seats in each session.

These classes will be available for registration in CHRTAS.

## Core Characteristics of NSPS



## Core Characteristics of Performance Management System

Our performance management system is based on the following core characteristics —

- Results-oriented, mission-focused — Under NSPS, your work is aligned with your organization's goals.
- Direct link between pay, performance and mission accomplishment — Under NSPS, you are rewarded for your performance and how you contribute to achieving your organization's goals.
- Clear and understandable — Under NSPS, the system is viewed as fair, credible, and transparent.
- Reflect meaningful distinctions in performance — Under NSPS, your performance can be rewarded, and you will understand why you received your rating and reward.

## Employment Verification

Effective Dec. 4, 2000, the Department of Defense contracted the services and authorized TALX Corporation to provide employment verification to our employees and their authorized agents.

Therefore, written requests for verifications will no longer be processed by Civilian Personnel Advisory Centers and will be returned to your verifier with instructions on how to use this service.

### When you use it —

Anytime you need to have your employment or salary verified and your current Leave and Earning Statement "pay stub" or W-2 are not sufficient.

Such cases maybe when you apply for an apartment lease, car loans, mortgage and other major loans.

### Who receives the information —

Any organization (your bank, loan or credit institution, a background checking company, or even a prospective employer) that YOU authorize can obtain this information by calling the "The Work Number for Everyone" or visiting Web site <http://www.theworknumber.com> or Web site <http://www.theworknumber.com> once you give them a salary key.

### Getting a salary key —

Dial 1-800-EMP-AUTH (1-800-367-2884) or go to Web site <http://www.theworknumber.com>. You can obtain up to three Salary Keys. If they are unused, the keys will expire after six months. When prompted enter — Department of Defense Code: 10365 (which is the same for Department of the Army Civilian Employees); Your Social Security Number and your 4-digit Pin: Month and Day of Birthday (MMDD format, for example March 27 would be entered as "0327"). Then change your PIN to any 4 -8 digit number.

### Receive your salary key —

If using the telephone, have a pen and paper handy so you can write down the salary key (the six-digit number) that will be voiced to you.

If using the Internet, the salary key will be shown to you. Simply give this number to the organization requesting the employment or salary verification.

### Types of verification —

• Basic — Verifies that you are an Army employee, spells your name, and provides your most recent start date, and how long you have been employed.

It will also spell your job title if desired.

• Basic Plus — In addition to above, provides current salary information.

• Full — This option also provides your salary history for the prior two years if available. Army employees will not have 1997 salary information as the agency converted to the providing payroll system in 1998.

If you or your verifier has any questions, call The Work Number Customer Service Center at 1-800-996-7566, Monday through Friday, 7 a.m. to 8 p.m. CST.

\*NAF Employees, call (787) 707-3943 or visit your local CPAC.

## Family benefits updated

Armed Forces Information Service

**WASHINGTON** — Family members of fallen Soldiers may be eligible for additional enhanced benefits from the U.S. Army.

The President signed the National Defense Authorization Act 2006 increasing the Death Gratuity to a total of \$100,000 for all deaths retroactive to Oct. 7, 2001 through Jan. 5, 2006. This legislation also provides an additional enhanced death benefit in the amount of \$150,000 for any active duty deaths occurring between Oct. 7, 2001 and Aug. 31, 2005.

"Family members of fallen Soldiers make great sacrifices on a daily basis and have suffered the ultimate loss. No amount of money can compensate these families for the loss of their loved one," said Lt. Col. Robert Deckard, who leads the Army Families First Casualty Call Center under the Army Casualty and Mortuary Affairs Operations Center. "This is an entitlement that our extended family members are due."

FFCCC has identified 3,500 families who may be eligible for the Enhanced Death Benefits and is in the process

See Benefits — Page 18



# 2006 tax filing deadline extended by 2 days

El Morro Staff

**WASHINGTON** — Taxpayers across the nation will have until Tuesday, April 17, 2007, to file their 2006 returns and pay any taxes due, the Internal Revenue Service announced today.

Taxpayers will have extra time to file and pay because April 15 falls on a Sunday in 2007, and the following day, Monday,

April 16, is Emancipation Day, a legal holiday in the District of Columbia.

“This year, taxpayers have additional time to file and pay beyond the traditional April 15 deadline,” said IRS Commissioner Mark W. Everson.

“As we always do, we encourage taxpayers to get an early start on their taxes to make sure they have plenty of time to accurately prepare their return,” he said.

## Questions and Answers — April 17 Deadline

- Ques.** — Why are taxpayers getting extra time to file and pay?
- Ans.** — Taxpayers will have extra time to file and pay because April 15 falls on a Sunday in 2007, and the following day, Monday, April 16, is Emancipation Day, a legal holiday in the District of Columbia.
- By law, filing and payment deadlines that fall on a Saturday, Sunday or legal holiday are timely satisfied if met on the next business day. Under a federal statute enacted decades ago, holidays observed in the District of Columbia have an impact nationwide, not just in D.C. Under recently enacted city legislation, April 16 is a holiday in the District of Columbia. The IRS recently became aware of the intersection of the national filing day and the local observance of the new Emancipation Day holiday after most forms and publications for the current tax filing season went to print.
- Individuals in the District of Columbia, as well as in six eastern states, already had an April 17 filing date prior to this announcement because they are served by an IRS processing facility in Massachusetts, where Patriots Day will be observed on April 16. These individuals are still required to file on April 17.
- Ques.** — Will the IRS be open on April 16?
- Ans.** — Yes. Emancipation Day is not a federal holiday. Accordingly, IRS offices will be open, as usual, on April 16.
- Ques.** — My IRS tax instructions say I should file by April 16, 2007. Is this correct?
- Ans.** — This is not correct. At the time these instructions were approved for printing, IRS believed it was correct. Thus, any IRS form, instruction or publication that currently shows an “April 16, 2007” due date should now be read as “April 17, 2007.”
- Ques.** — Will IRS forms and publications be updated?



File Photo

**The deadline for filing your 2006 federal taxes is April 17, 2007.**

- Ans.** — Most of the IRS forms and publications have already gone to print and will not be updated. However, the IRS Web site at [www.irs.gov](http://www.irs.gov) will include information alerting taxpayers to the new filing deadline.
- Ques.** — Who is eligible to take advantage of this provision?
- Ans.** — Anyone who previously qualified for the April 16, 2007 deadline for filing a return, making a payment or deposit, requesting an extension or performing an act provided for under the Internal Revenue Code. Publication 509, Tax Calendars for 2007, lists many

See Taxes — Page 18

**IRS e-file 2007 Refund Cycle Chart**

Transmitted and accepted (by 11:00 am) between...	Direct Deposit Sent*	Paper Check Mailed*
Jan 12 and Jan 18 2007	Jan 26, 2007	Feb 2, 2007
Jan 18 and Jan 25 2007	Feb 2, 2007	Feb 9, 2007
Jan 25 and Feb 1 2007	Feb 9, 2007	Feb 16, 2007
Feb 1 and Feb 8 2007	Feb 16, 2007	Feb 23, 2007
Feb 8 and Feb 15 2007	Feb 23, 2007	Mar 2, 2007
Feb 15 and Feb 22 2007	Mar 2, 2007	Mar 9, 2007
Feb 22 and Mar 1 2007	Mar 9, 2007	Mar 16, 2007
Mar 1 and Mar 8 2007	Mar 16, 2007	Mar 23, 2007
Mar 8 and Mar 15 2007	Mar 23, 2007	Mar 30, 2007
Mar 15 and Mar 22 2007	Mar 30, 2007	Apr 6, 2007
Mar 22 and Mar 29 2007	Apr 6, 2007	Apr 13, 2007
Mar 29 and Apr 5 2007	Apr 13, 2007	Apr 20, 2007
Apr 5 and Apr 12 2007	Apr 20, 2007	Apr 27, 2007
Apr 12 and Apr 19 2007	Apr 27, 2007	May 4, 2007
Apr 19 and Apr 26 2007	May 4, 2007	May 11, 2007
Apr 26 and May 3 2007	May 11, 2007	May 18, 2007
May 3 and May 10 2007	May 18, 2007	May 25, 2007
May 10 and May 17 2007	May 25, 2007	Jun 1, 2007
May 17 and May 24 2007	Jun 1, 2007	Jun 8, 2007
May 24 and May 31 2007	Jun 8, 2007	Jun 15, 2007

**Refund Inquiries**  
Taxpayers should wait at least three weeks from the time the electronic return data is acknowledged as accepted by the IRS before checking the status of a refund. To check the status of a refund, call TeleTax at 1-800-829-4477 (toll free) or go to [www.irs.gov](http://www.irs.gov) and click on "Where's My Refund?"

\* The IRS does not guarantee a specific date that a refund will be deposited into a taxpayer's financial institution account or mailed.

**Cronograma de reembolsos de IRS e-file 2007**

Transmitido y aceptado (11:00 de la mañana) entre...	Depósito directo enviado*	Cheque enviado por correo*
12 ene y 18 ene 2007	26 ene 2007	2 feb 2007
18 ene y 25 ene 2007	2 feb 2007	9 feb 2007
25 ene y 1 feb 2007	9 feb 2007	16 feb 2007
1 feb y 8 feb 2007	16 feb 2007	23 feb 2007
8 feb y 15 feb 2007	23 feb 2007	2 mar 2007
15 feb y 22 feb 2007	2 mar 2007	9 mar 2007
22 feb y 1 mar 2007	9 mar 2007	16 mar 2007
1 mar y 8 mar 2007	16 mar 2007	23 mar 2007
8 mar y 15 mar 2007	23 mar 2007	30 mar 2007
15 mar y 22 mar 2007	30 mar 2007	6 abr 2007
22 mar y 29 mar 2007	6 abr 2007	13 abr 2007
29 mar y 5 abr 2007	13 abr 2007	20 abr 2007
5 abr y 12 abr 2007	20 abr 2007	27 abr 2007
12 abr y 19 abr 2007	27 abr 2007	4 may 2007
19 abr y 26 abr 2007	4 may 2007	11 may 2007
26 abr y 3 may 2007	11 may 2007	18 may 2007
3 may y 10 may 2007	18 may 2007	25 may 2007
10 may y 17 may 2007	25 may 2007	1 jun 2007
17 may y 24 may 2007	1 jun 2007	8 jun 2007
24 may y 31 may 2007	8 jun 2007	15 jun 2007

**Consultas sobre reembolsos**  
Los contribuyentes deberán esperar al menos tres semanas desde el momento en que el IRS acusa como aceptados los datos de la declaración electrónica antes de verificar el estado de un reembolso. Para verificar el estado de un reembolso, llame a TeleTax al 1-800-829-4477 (llamada telefónica gratuita) o diríjase a [www.irs.gov](http://www.irs.gov) y haga clic en "Where's My Refund" (¿Dónde está mi reembolso?).

\* El IRS no garantiza una fecha específica a la que se depositará o enviará por correo un reembolso.



# Female medics serve 3rd Kandak

**1st Lt. Amanda Straub**  
41st Brigade Combat Team

**GARDEZ, Afghanistan** — Oregon Army National Guard Staff Sgt. Jo Turner and Spc. Cheryl Ivanov have found a niche in a "Good Ol' Boys' Club" while serving in Afghanistan.

Turner, from Springfield, Ore., and Ivanov, from Coos Bay, are female combat medics deployed with Oregon's 41st Brigade Combat Team. They are attached to the Afghan National Army's 3rd Infantry Kandak, 1st Brigade, 203rd Corps. They provide medical support during missions.

Both women have earned Com-

bat Medical Badges because of their work under fire. They drive armored Humvees for the embedded trainers assigned to the 3rd Kandak during patrols and provide medical support to the ANA, Afghan police, U.S. military personnel and civilians.

Turner and Ivanov also mentor ANA healthcare providers and conduct classes for Kandak medics. They say that because they are women, it was a challenge to earn the respect as an embedded trainer among the Afghan soldiers.

Turner and Ivanov are examples of women who have broken the glass ceiling in the crucible of combat, once considered a domain for men only.

"We're running the missions and doing the stuff, but we don't get the credit because we have to do it subversively because we're female," Turner said. "I've been fighting that my whole life."

Ivanov says everyone was reluctant to let the women go on patrols with the ANA; no one was sure how the ANA would react.

Even some of the U.S. Soldiers were leery. However, their

skills were in high demand due to the shortage of medics.

Now accepted into the 3rd Kandak, Turner and Ivanov have become an integral part of the team.

"They stared and stared at first," Ivanov said. "Then they saw us sleep on the ground like they did and eat their food like they did. Ever since then, Sgt. Turner and Spc. Ivanov have been O.K."

Ivanov and Turner both have children at home. Ivanov is the mother of two boys and two girls. Her husband, Pfc. Ognian Ivanov, is also deployed with the 41st BCT as a weapons repair specialist, stationed at the same forward operating base with his wife. In her civilian life, Ivanov is a lab assistant at Bay Area Hospital in Oregon. She has been in the National Guard for five years.

Turner has two sons and one daughter, all serving in the military. She is the director of nursing services at Eugene's Good Samaritan Rehabilitation Center and has been a registered nurse for 10 years. She has been in the Army for 16 years.

The two medics deployed for the Hurricane Katrina relief mission in September 2005, but this is their first combat tour.

When it comes to the dangers of combat, they try to be realistic.

They know they are putting themselves in danger every time they accompany the ANA on a mission.



1st Lt. Amanda Straub

**Oregon Army National Guard Staff Sgt. Jo Turner (left) and Spc. Cheryl Ivanov are battle buddies who stick together and help each other cope with the emotional and mental stress of combat operations in Afghanistan.**

## Defense news, information now customized for mobile devices

**Gerry J. Gilmore**  
Amer. Forces Press Service

**WASHINGTON** — Defense Department news releases, articles and other information are now available in a new format that's customized for easier viewing on BlackBerries and other mobile devices, officials said.

The new, mobile-device-friendly format can be accessed at Web site [www.dod.mil/mobile](http://www.dod.mil/mobile), officials affiliated with the project said.

"Having the ability to access the most current Defense Department information while you are on the go is especially important in the fast-paced communications world in which we live," Allison Barber, deputy assistant secretary of defense for internal communications and public liaison, said.

Offering a mobile-device-friendly format to disseminate defense information "is another way we are trying to better serve our globally based audiences, providing them the most up-to-date news and information on the war on terror and other related activity," Barber said.

The new format is specifically condensed to better fit onto the

tiny viewing screens featured by most mobile devices, said Tom Dorsz, Web production supervisor at American Forces Information Service.

Mobile device usage is increasing worldwide, Dorsz said, noting that BlackBerries and similar devices enable access to Internet-sourced information anywhere at anytime.

Maximizing and integrating new technology is the mission of the new media team, said Roxie Merritt, director of DoD's new media unit.

"On your mobile device Web browser, simply type in Web site [www.dod.mil/mobile](http://www.dod.mil/mobile) to view the top news and press releases that are customized to fit your screen," Merritt said.

Customers will see much of the same information and many of the photos and graphics that appear on the regular Defenselink Web page, available at [www.dod.mil](http://www.dod.mil), Navy Lt. Cmdr. Brook DeWalt, AFIS's new media operations manager, said. The new mobile system enhances DoD's mission to inform the public of its policies, as well as to communicate with servicemembers, defense civilians, retirees, and their families, Dorsz said.



Gerry J. Gilmore

**Navy Lt. Cmdr. Brook DeWalt, new media operations manager at American Forces Information Service, demonstrates how Defense Department public and internal information can now be accessed via BlackBerry and other mobile devices. The new mobile-access system enables customers to view the same information and many of the photos and graphics that appear on the Defenselink Web page.**



File Photo

**The Fort Buchanan Installation Legal Office can assist you in preparing basic documents that will protect your family.**

## Protect your family — have a current will

**Joan Vasey**  
Fort Huachuca "Scout"

*Editor's Note: The following is a commentary written by Joan Vasey, editor for Fort Huachuca's "Scout."*

**FORT HUACHUCA, Ariz.** — There is a commercial on television that shows an older woman depositing quarters into a parking meter and talking about how wonderful it would be if we could do this for additional increments of time added to our lives. The more quarters we put into the "life meter," the more time we could buy.

Though most of us envision our eventual passing will be due to illness during old age or death in our sleep, most of us have no real way of knowing exactly when our time will come. This is something each of us needs to accept.

During our lives, we accumulate money, property and possessions. We also marry, have children and develop other significant relationships. We assume that in the event of our passing, those we love will inherit the things we leave behind and will be taken care of through life insurance and other policies. But is this always so?

The law is very specific as to the chain of inheritance in the event of unexpected death and varies from state to state. Generally, the spouse and children receive the assets in state-determined percentages. In most cases, assets of those who are single pass on to parents, or siblings if the parents are deceased. In the case of insurance policies and retirement savings, money usually passes to the designated ben-

eficiary upon death.

Having a current will is the best way to assure that property will be distributed according to your wishes in the event of your death. In the common law, a will or testament is a document by which a person (the testator) regulates the rights of others over his or her property or family after death.

A will allows a person to express his or her wishes and to make specific bequests and to include stepchildren, fiancées, friends and others who do not fall under the bequest system. Plus, a will allows an individual to name executors, guardians for children and trustees for the estate should one be needed, and to designate planners for a large or complex estate.

While not everyone needs a will, it is to most people's advantage to have one and to keep it current. Since we've just begun a new year, this is a good time to create one or update older ones should a life situation have changed since the previous one was crafted. Divorce, remarriage, adoption, death of an heir or other such changes would certainly warrant an updated will.

Years ago, obtaining wills could be quite costly. However, today it's possible to purchase a will kit from most stationery, discount stores or office supply houses. There are also a number of canned will preparation programs on the internet. Type "wills" on your favorite search engine, perform the search and you'll receive thousands of links to potential sites. From there, it's easy to download the forms and instructions and prepare

**See Will — Page 18**



# Military police teach rule of law, tolerance to Iraqi police

**Gerry J. Gilmore**  
*Armed Forces Press Service*

**WASHINGTON** — A U.S. military police brigade deployed in Baghdad is teaching Iraqi police about democratic principles such as tolerance in addition to law enforcement skills, the unit's commander said last Friday.

"Our fundamental role here is to support the Iraqi security forces as the Iraqi government moves forward toward securing the populace," Col. Michael S. Galloucis, commander of the 89th Military Police Brigade, told Pentagon reporters during a satellite-telecast news conference.

Galloucis said his unit is focused on training local Iraqi police and not the national police, which are instructed by other coalition forces.

The Civilian Police Assistance Training Team is another U.S. military organization that trains Iraqis attending the Baghdad Police College, the Jordanian Police Training Center in Amman, Jordan, and another training academy in Numaniyah, located south of Baghdad, he said.

"We work very closely with CPATT all the time, and the training that we do at the local station level builds upon their efforts," Galloucis said.

Galloucis said his people serve as instructors, coaches and mentors. They assist the Iraqi police as they develop organizations, procedures and skills necessary to serve and protect the people of Iraq under the rule of law.

Iraqi police learn concepts of freedom and democracy in addition to policing skills, Galloucis said. Instructors discuss the importance of free speech, the value of diversity, the sanctity of human life, and the notions of tolerance, restraint and forgiveness, he said.

Iraqi police also learn "that nothing good ever comes out of hatred and murder," Galloucis said, noting Iraq's citizens acknowledge the importance of establishing a constabulary that operates according to principles of fairness and justice.

The Iraqi police are improving rapidly as they work side by side with their American counterparts across Baghdad, Galloucis said.

"They are making tremendous

strides over here and are out there every day putting it all on the line to help turn the tide and stem the flow of violence that has been so prevalent here," the colonel said.

Yet, dampening the level of violence in Iraq's capital city won't occur overnight, Galloucis warned, pointing to Iraq's complex social and political environment. "We see here gradual movement, gradual progress, and it just is going to take time," the colonel said, noting Iraq was run by a brutal dictator for 30 years.

"There are a lot of people in this country who have responsibilities for trying to stop the violence that we see," Galloucis said. "The Iraqi police are one part of that."

The colonel described the current climate in Baghdad as "dynamic and dangerous." However, senior Iraqi officials are determined to rebuild Iraq and protect its citizens, he said.

"By enhancing the capabilities of the Iraqi police, we are helping set the conditions for more Iraqi self reliance," Galloucis explained.

Iraqis are tired of violence and are eager to embrace a system of



Staff Sgt. Bronco Suzuki

**Lt. Col. James Phillips, commander, 3rd Squadron, 61st Cavalry Regiment, and the Iraqi commander of the 2nd Brigade, 1st National Police Division, discuss an operation in the Salman Pak area of southeastern Baghdad.**

accountability and justice that treats all citizens with dignity and respect, the colonel said.

The colonel cited the "superb" courage and commitment demonstrated by his Soldiers. He also praised the contributions of U.S.

military members in Iraq. Their selfless service benefits Americans at home as well as Iraqis, he said.

U.S. servicemembers "truly are making a difference here in Iraq," Galloucis said.

## DoD shows off non-lethal energy weapon

**Sgt. Sara Wood, USA**  
*Amer. Forces Press Service*

**WASHINGTON** — The Defense Department this week unveiled its first non-lethal, counterpersonnel, directed-energy weapon.

The Active Denial System works by emitting a directed beam of millimeter wave energy, which creates an intolerable heating sensation on an adversary's skin, causing an instantaneous repel effect without causing injury, according to a DoD news release.

ADS has the potential to fill a need troops have identified on the battlefield, said Col. Kirk Hymes, director of the Joint Non-Lethal Weapons Directorate.

"Our warfighters have identified a need for additional non-lethal capabilities because distinguishing between combatants and non-combatants on the modern battlefield can be very difficult," Hymes said. "We need discriminate, non-lethal weapons with longer ranges and universal effects. This is exactly what we get with ADS."

More than 12 years of research have gone into the de-

velopment and testing of the millimeter wave technology in the ADS, according to the release. In 2001, the technology was designated as an advanced concept technology demonstration, which is a DoD initiative to speed the transfer of advanced technologies to warfighters.

The ADS has gone through treaty and legal reviews to ensure the system is compliant with applicable arms control treaties and agreements, according to the release. It has also undergone three military utility assessments, where it was evaluated in a variety of operational scenarios ranging from checkpoint support to facility, perimeter and harbor security.

Most of DoD's current non-lethal weapons, such as bean bag rounds, use "kinetic" energy, Hymes said. With these weapons, the size and mass of the target and the distance at which the weapon is used can change the effect of the weapon, perhaps making it more dangerous, he explained.

"The ADS, on the other hand, is a 'muzzle-safe' weapon, which means it is safe and effective at 50 feet and 500 meters," Hymes said. "The range, safety, universal effect, and tremendous repel capability make the ADS a very versatile non-lethal weapon with a great deal of military utility."

Members of the media were invited to get up close and personal with the ADS at a demonstration Jan. 24 at Moody Air Force Base, Ga., where the ADS will be based.

The day allowed members of both print and broadcast media outlets to interact with experts who helped develop and design the technology and those who conducted the human effects testing of the system.

Attendees also were offered the opportunity to voluntarily experience the effect of ADS in an actual target-engagement scenario.

"We want to take every opportunity to demystify this capability and to provide accurate information about its safety and effectiveness," Hymes said. "It was important that the members of the media were able to judge for themselves the effectiveness of the weapon and see firsthand how safe it is. We can give hundreds of briefings and slide presentations, but there is nothing like seeing and experiencing for yourself how very effective and safe this capability is."

The ADS has been assigned to the 820th Security Forces Group at Moody Air Force Base for the extended user evaluation phase of the advanced concept technology demonstration.



Courtesy photo

**Air Force Col. John R. Decknick, commander of 820th Security Forces Group, at Moody Air Force Base, Ga., provides information to reporters during the Active Denial System advanced concept technology demonstration media day Jan. 24. The ADS is DoD's first non-lethal, counterpersonnel, directed energy weapon.**



Courtesy photo

**Elliot Minor, of the Associated Press, reacts to the effect of the Active Denial System, the Defense Department's first non-lethal, counterpersonnel, directed energy weapon, at a media day at Moody Air Force Base, Ga.**



# Puerto Rico Soldiers perform in the air, on ground

**Sgt. Sarah Scully**  
40th Public Affairs Detachment

**CAMP BUEHRING, Kuwait** — They might speak Spanish, but they're American troops.

Flying across the desert, Puerto Rican UH-60 Black Hawk pilots and crew chiefs put their experience to use by supporting senior leaders of Third Army/U.S. Army Central.

About 40 Soldiers from the Puerto Rico National Guard are members of 1st Battalion, 111th Aviation Regiment at Camp Buehring in Kuwait.

Tasked with high-profile missions of flying top-ranking generals and command sergeants major to combat zone destinations, the crews have made full use of their above average flying times and experience, 1st Sgt. Javier Resto, Co. A, said.

"Our mission is to make things happen and get people in the right place at the right

time," said Sgt. Jose Sostre, a Black Hawk crew chief. "It's demanding — every job has its own risks."

The "Islanders" of Co. A have a unique trait — they come from a territory, not a state.

In fact, they often run into Soldiers who do not know that Puerto Rico even has a National Guard unit.

"They find it weird because Puerto Rico is not a state," Sostre said. "But we serve America, too."

America gained responsibility of Puerto Rico's military protection after the 1898 Treaty of Paris ended the Spanish-American War.

Today, more than 10,000 Puerto Ricans now serve in the Puerto Rican National Guard.

Some Soldiers joined up because of family tradition, others answered a call to duty after the Sept. 11 terrorist attacks, and many Co. A Soldiers volunteered to deploy

and support the fight against terrorism.

"It's just the motivation they have," said Capt. Rey Fontanez, commander, Co. and Black Hawk pilot.

"They're here because they want to be here, and they love what they do," he said.

Deployed to Kuwait for the past two months, the pilots have had challenges adjusting to the desert terrain.

They're used to a tropical climate with significant landmarks, but in the Kuwaiti and Iraqi deserts, they often do not have points of reference — particularly while flying in the dark using night vision goggles to help them see.

"It has been a challenge," Resto said. "It just takes training and getting used to the environment."

Soaring above miles of desert, looking over hundreds of Kuwaiti camping tents and seeing the flames of oil refineries in the distance, the Black Hawk crews acquire a



Photos by Sgt. Sarah Scully

(Left) Sgt. Joel Delgado, a UH-60 Black Hawk crew chief with 18 years experience in the Puerto Rico National Guard, goes through directions to check the helicopters' mechanical integrity using a machine simulator with Spc. Carlos Santiago, an avionics mechanic and second generation Guardsman.



(Left) Sgt. Joel Delgado, a UH-60 Black Hawk helicopter crew chief with Alpha Company, 1st Battalion, 111th Aviation Regiment, puts on ear protection before starting up the machine simulator designed to make sure the helicopters' electrical systems are working properly.

(Right) Sgt. Jorge Rivas and Sgt. Fernando Montalvo, both UH-60 Black Hawk helicopter crew chiefs, stand outside the aircraft as the pilots monitor the controls after landing at Camp Buehring in Kuwait.



Marc McCormick

## 162nd FA NCO promoted

**Maj. Jose A. Rivera, commander, Fort Buchanan MRP, reads the orders which promote Staff Sgt. Daniel Garcia to Sgt. 1st Class.**

Garcia, a native of Guaynabo City, was section chief in the 162nd Field Artillery, Puerto Rican National Guard. Presently, he performs duties as the platoon sergeant.

He is also employed by the Puerto Rico Police Department as a sergeant detective on the Homicide Squad.

Born March 17, 1962, Garcia attended basic training in 1995 graduating as a fire directional support specialist.

During Operation Endurance Freedom, he was in charge of a squad of twelve Soldiers in Holland with responsibilities in force protection.

He earned a Bachelor of Criminal Justice from Interamerican University and is currently in a Master's Degree program in Criminal Justice at Caribbean University in Bayamon.

Garcia is married to Sandra Perez, left.

## 'Iron Claw Academy' provides IED ed

**Pfc. William Hatton**  
7th Mobile Public Affairs Det.

**CAMPLIBERTY, Iraq** — More than 400 Soldiers have been through the 'Iron Claw Academy,' a course developed to aid Soldiers in defeating the battle against improvised explosive devices and explosively formed projectiles.

"'Iron Claw' is the term associated with Soldiers who go out on missions searching for IEDs and EFPs," said Sgt. 1st Class Pablo Rivera-Lopez, a course instructor from Puerto Rico with Headquarters and Headquarters Company, 130th Engineer Battalion, attached to 1169th Engineer Group, 1st Cavalry Division.

"This course teaches Iron Claw Soldiers what to do when searching for IEDs and EFPs," he added.

The course, primarily geared toward combat engineers, teaches tactics used to better know and find dangerous devices, know what to do when attacked and what tools can be used to a Soldier's advantage, Rivera-Lopez said.

Though initially established for engineers, the course is available to any military occupational specialty, Rivera-Lopez said.

The first class graduated in November 2005. Since then more than 400 Soldiers have graduated from the course, including 131 Iraqi troops, according to Maj. Edwin Cruz, 130th Eng. Bn., and a native of Bayamon, Puerto Rico.

Soldiers from the 5th Engineer Bn., 1st Eng. Brigade, established the course more than a year ago, Cruz noted.

Tactics play an important part of the instruction, Rivera-Lopez said.

He said the class is important because it allows troops to gain a better perspective of what is going on.

"I thought the class was going to be redundant with information I've already heard a dozen times, but the things taught in class were actually very valuable," said Sgt. Vance Zemke, a San Francisco with Company A, Brigade Special Troops Battalion, 4th Brigade Combat Team, 25th Infantry Division who attended the course.



Pfc. William Hatton

Sgt. Adolfo Fontanez, an engineer from 130th Engineer Battalion who hails from Vega Baja, Puerto Rico, sets up the lights on a Buffalo for a night mission. The Buffalo is a vehicle used during route clearing missions performed by Iron Claw Soldiers.





# Fernandez assumes command of 166th Regional Support Group



Photos by Joe Bonet

**The 166th Color Guard leads the field as Soldiers of the 166th Regional Support Group assemble for the Assumption of Command Ceremony as Col. Fernando Fernandez assumes command of the unit. (Left to right) Col. Fernandez, Command Sergeant Major 65th Regional Readiness Command CSM Luis Hermosa and Brig. Gen. David S. Elmo, commanding general, 65th Regional Readiness Command, salute the colors during the playing of the National Anthem.**

## El Morro Staff

Headquarters and Headquarters Co., 166th Regional Support group was constituted Nov. 24, 1967.

The unit was activated Feb. 15, 1968 at San Juan, the unit changed locations to Puerto Nuevo Nov. 1, 1969.

The 166th was withdrawn from the regular Army Oct. 16, 1998 and allotted to the Army Reserve and concurrently activated at San Juan.

Recently, the 166th was mobilized Sept. 11, 2004 and validated for deployment to Iraq. The unit deployed Oct. 25, 2004 and after a short stay in Kuwait assumed the role as Garrison Command, Victory Base Complex, Baghdad.

Working initially for III Corps, and then later with XVIII Airborne Corps, the 166th Area Support Group provided and maintained the Victory Base Complex infrastructure and coordinated the use of shared resources and facilities. Victory Base housed the senior war-fighting elements of the Iraq campaign which in-

cluded the Multi-National Force Iraq, Multi-National Corps Iraq and the Multi-National Division Baghdad, among others.

The unit transferred authority for the Garrison Command to the 17th Field Artillery Sept. 21, 2005 and returned to Puerto Rico.

During an Assumption of Command Ceremony held at Fort Buchanan's Maxie-Williams Field, Col. Fernando Fernandez received the unit colors from Brig. Gen. David S. Elmo, commanding general, 65th Regional Readiness Command.

Following Fernandez's one year tour of duty in Iraq as Director of Logistics for Victory Base Complex Garrison Command, he was assigned as Deputy Chief of Staff, G-1, 65th Regional Readiness Command. In December of 2006 he was assigned as commander of the 166th Regional Support Group.

Brig. Gen. Elmo assumed command of the 65th Regional Readiness Command in May 2006.

Throughout its history the 166th Support Group has lived up to its motto of "We Proudly Support."



**(Left) Brig. Gen. David S. Elmo congratulates Col. Fernando Fernandez on his assumption of command of the 166th Regional Support Group. (Top) Soldiers of the 166th salute the colors during the playing of the National Anthem.**



**Col. Fernando Fernandez receives the colors of the 166th Regional Support Group from Brig. Gen. David S. Elmo, commanding general, 65th Regional Readiness Command, during an Assumption of Command Ceremony held at Maxie-Williams Field.**



# Presidents' Day remembers commanders-in-chief

[www.patriotism.org](http://www.patriotism.org)

The original version of the holiday was in commemoration of George Washington's birthday in 1796 (the last full year of his presidency). Washington, according to the calendar that has been used since at least the mid-18th century, was born on Feb. 22, 1732. According to the old style calendar in use back then, however, he was born on Feb. 11. At least in 1796, many Americans celebrated his birthday on the 22nd while others marked the occasion on the 11th instead.

By the early 19th century, Washington's Birthday had taken firm root in the American experience as a bona fide national holiday. Its traditions included birthnigh balls in various regions, speeches and receptions given by prominent public figures, and a lot of revelry in taverns throughout the land. Then along came Abraham Lincoln, another revered president and fellow February baby (born on the 12th of the month). The first formal observance of his birthday took place in 1865, the year after his assassination, when both houses of Congress gathered for a memorial address. While Lincoln's Birthday did not become a federal holiday like George Washington's, it

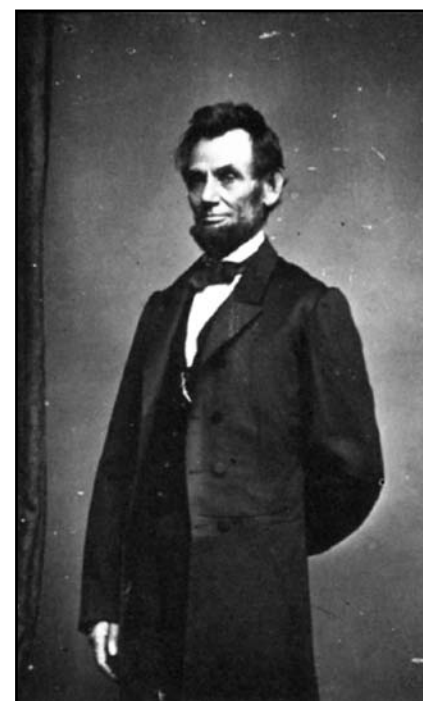
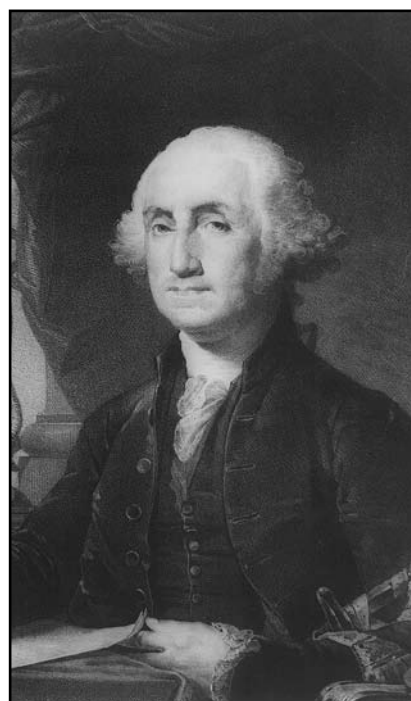
did become a legal holiday in several states.

In 1968, legislation (HR 15951) was enacted that affected several federal holidays. One of these was Washington's Birthday, the observance of which was shifted to the third Monday in February each year whether or not it fell on the 22nd. This act, which took effect in 1971, was designed to simplify the yearly calendar of holidays and give federal employees some standard three-day weekends in the process.

Apparently, while the holiday in February is still officially known as Washington's Birthday (at least according to the Office of Personnel Management), it has become popularly (and, perhaps in some cases at the state level, legally) known as "President's Day."

This has made the third Monday in February a day for honoring both Washington and Lincoln, as well as all the other men who have served as president.

*(Right) Presidents' Day originally combined the birthdays of George Washington and Abraham Lincoln into one holiday. In recent times, the holiday has come to recognize all of our presidents living and dead.*



File Photo

## The history of Valentine's Day

[www.history.com](http://www.history.com)

Every February, across the country, candy, flowers, and gifts are exchanged between loved ones, all in the name of St. Valentine.

But who is this mysterious saint and why do we celebrate this holiday? The history of Valentine's Day — and its patron saint — is shrouded in mystery. But we do know that February has long been a month of romance.

St. Valentine's Day, as we know it today, contains vestiges of both Christian and ancient Roman tradition.

So, who was Saint Valentine and how did he become associated with this ancient rite? Today, the Catholic Church recognizes at least three different saints named Valentine or Valentinus, all of whom were martyred.

One legend contends that Valentine was a priest who served during the third century in Rome.

When Emperor Claudius II decided that single men made better soldiers than those with wives and families, he outlawed marriage for young men — his crop of potential soldiers.

Valentine, realizing the injustice of the decree, defied Claudius and continued to perform marriages for young lovers in secret. When Valentine's actions were discovered, Claudius ordered that he be put to death.

Other stories suggest that Valentine may have been killed for attempting to help Christians escape harsh Roman prisons where they were often beaten and tortured.

According to one legend, Valentine actually sent the first 'valentine' greeting himself. While in prison, it is believed that Valentine fell in love with a young girl — who may have been his jailor's daughter — who visited him during his confinement.

Before his death, it is alleged that he wrote her a letter, which he signed 'From your Valentine,' an expression that is still in use today.

Although the truth behind the Valentine legends is murky, the stories certainly emphasize his appeal as a sympathetic, heroic, and, most importantly, romantic figure.

It's no surprise that by the Middle Ages, Valentine was one of the most popular saints in England and France.

## MULTIMEDIA VISUAL INFORMATION BRANCH

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# Young workers present safety risk

Fort Buchanan Safety Office

*Editor's Note: The following article is a study done in British Columbia, Canada. Similar profiles can be found among American workers. It is the responsibility of all supervisors to ensure safe working environments and proper personal protection equipment for their workers.*

Any questions concerning worker safety should be directed to the Fort Buchanan Safety Office by calling 707-2418.

Ques. — Are young workers at risk?

Ans. — Yes. Young workers are at a much higher risk of injury than workers of any other age group. More than half of workplace accidents involving workers aged 15 to 24 occur during the first six months on the job. And almost 20 percent occur during the first month on the job.

Ques. — Are young workers injured more often than older workers are?

Ans. — Yes. Young males under the age of 25 are at the highest risk for a workplace injury; three out of every four young workers claims are for young males. The injury rate for young male workers is about 33 percent higher than the overall injury rate. This means one of every 21 working young males is hurt on the job in our province.

Young women are injured on the job much less frequently than young men — one in 63 young females was injured on the job last year. One reason for the difference is that males are often employed in higher risk jobs and young male workers work on average more hours per week than young female workers.

Ques. — How frequently are young workers hurt on the job?

Ans. — Each hour 1 young worker is hurt on the job. Each day 36 young workers are hurt on the job. Every week, five of these workers are permanently injured. In 2003, nine young workers were killed in work-related accidents.

Ques. — What are the top dangers for young workers in the workplace?

Ans. — We analyzed 47,122 claims of young workers injured on the job between 1998 and 2002 and identified the seven most dangerous tasks.

These seven dangers resulted in 34 percent of the claims and 52 percent of the serious injuries suffered by young workers during the five-year period.

Ques. — In which industry do young workers receive the most injuries?

Ans. — Restaurants are the number one industry young worker injuries occur in. The second most common industry is supermarkets, followed by general retail.

Ques. — Why are young workers getting injured on the job?

Ans. — Commissioned research was designed to explore the underlying attitudes towards young workers and workplace injury among a range of stakeholders including — youth, parents, employers, educators, industry representatives, labour associations, and community and youth groups.

The research revealed consistent themes why young workers are injured. These include —

- Inexperience and lack of training.
- Lack of confidence or understanding of their rights as workers.
- Lack of preparation for the workplace.
- Asked to do more dangerous jobs.
- Sense of youthful invincibility.
- Unwillingness to ask questions.
- Distracted - thinking of other things happening in their lives, i.e. homework, socializing, that new car, etc.
- Pace of work.

Ques. — Who is responsible for young worker safety?

Ans. — Anyone involved with youth and young workers has a stake in promoting a safe and healthy work environment. Employers, supervisors, unions, educators, parents, community groups, and young workers must share in the responsibility.

Ques. — What are the most effective ways to prevent young worker injuries?

Ans. — Research among young worker stakeholders raised common themes on ways to prevent young worker injuries. These include —

- Young worker training and orientation to new

See Safety Page 18

Safety Is No

ACCIDENT

DON'T

GAMBLE

ON SAFETY

UNSAFE

SAFE

UNSAFE

SAFE

YOUR FUTURE  
DEPENDS ON IT!

Work/Rest and Water Consumption Table

Applies to average sized, heat-acclimated soldier wearing BDU, hot weather. (See TB MED 507 for further guidance.)

Easy Work		Moderate Work		Hard Work	
<ul style="list-style-type: none"> <li>Weapon Maintenance</li> <li>Walking Hard Surface at 2.5 mph, &lt; 30 lb Load</li> <li>Marksmanship Training</li> <li>Drill and Ceremony</li> <li>Manual of Arms</li> </ul>		<ul style="list-style-type: none"> <li>Walking Loose Sand at 2.5 mph, No Load</li> <li>Walking Hard Surface at 3.5 mph, &lt; 40 lb Load</li> <li>Calisthenics</li> <li>Patrolling</li> <li>Individual Movement Techniques, i.e., Low Crawl or High Crawl</li> <li>Defensive Position Construction</li> </ul>		<ul style="list-style-type: none"> <li>Walking Hard Surface at 3.5 mph, ≥ 40 lb Load</li> <li>Walking Loose Sand at 2.5 mph with Load</li> <li>Field Assaults</li> </ul>	

Heat Category	WBGT Index, F°	Easy Work		Moderate Work		Hard Work	
		Work/Rest (min)	Water Intake (qt/hr)	Work/Rest (min)	Water Intake (qt/hr)	Work/Rest (min)	Water Intake (qt/hr)
1	78° - 81.9°	NL	½	NL	¾	40/20 min	¾
2 (GREEN)	82° - 84.9°	NL	¾	50/10 min	¾	30/30 min	1
3 (YELLOW)	85° - 87.9°	NL	¾	40/20 min	¾	30/30 min	1
4 (RED)	88° - 89.9°	NL	¾	30/30 min	¾	20/40 min	1
5 (BLACK)	> 90°	50/10 min	1	20/40 min	1	10/50 min	1

- The work/rest times and fluid replacement volumes will sustain performance and hydration for at least 4 hrs of work in the specified heat category. Fluid needs can vary based on individual differences (± ¼ qt/hr) and exposure to full sun or full shade (± ¼ qt/hr).
- NL = no limit to work time per hr.
- Rest = minimal physical activity (sitting or standing) accomplished in shade if possible.
- CAUTION: Hourly fluid intake should not exceed 1½ qts.
- Daily fluid intake should not exceed 12 qts.
- If wearing body armor, add 5°F to WBGT index in humid climates.
- If doing Easy Work and wearing NBC (MOPP 4) clothing, add 10°F to WBGT index.
- If doing Moderate or Hard Work and wearing NBC (MOPP 4) clothing, add 20°F to WBGT index.

For additional copies, contact: U.S. Army Center for Health Promotion and Preventive Medicine Health Information Operations Division at (800) 222-9698 or CHPPM - Health Information Operations@apg.amedd.army.mil.

For electronic versions, see <http://chppm-www.apgea.army.mil/heat>. Local reproduction is authorized.

June 2004

CP-033-0404

Sgt. Michael Garrett

Safety pays...

Many soldiers within Multi-National Division - Baghdad are newly arrived in Iraq, in a new location in a new situation. While everyone needs a little time to adjust to the small differences of their new job, one thing remains a constant - safety. Soldiers with Headquarters, Headquarters Troop, 10th Cavalry Regiment, don their protective gear in preparation for an upcoming mission, near Camp Liberty, Iraq. Dale Smith, 1st Cavalry Division safety director, said the most important thing a soldier can do to protect themselves is to wear all protective gear as issued and complete all tasks to standard.



# DPW welcomes new Public Works tech director

**Yvette Robles**  
Ft. Buchanan DPW

The Directorate of Public Works announces its new Directorate of Public Works Technical Director — Juan Carlos Garcia, who is better known as JC.

Garcia worked with the DPW for 7 years going back to the year 2000 when he began his tenure with Fort Buchanan, as Chief of Master Planning and Real Estate Division.

From there he transitioned into Chief of Business Operations and Integration Division. Prior to coming on board to Ft. Buchanan, JC worked for Naval Station Roosevelt Road, Puerto Rico as Planner and General Engineer.

In 1987, JC graduated from the University of Puerto Rico, Mayaguez Campus, where he obtained a Bachelors of Science in Mechanical Engineering which gained him a prestigious position for eleven years with the Orbiter Structures, Handling and Ground Support Group at NASA.

While at NASA, he became the lead engineer in charge of Orbiter Endeavour or technically known, the "OV-105." JC was also part of the recovery team whenever the Orbiter landed in California which he says was an unforgettable and amazing event. He says, "This experience taught me that anything is possible. We had to place the Orbiter on top of a 747 and bring it back home to Cape Canaveral in Florida. Not only was I witness and participant to this great feat; I also had the opportunity to work with a large group of people with only one goal —teamwork makes success.

JC is a firm believer that the employees and customers of DPW are the most important elements to him. He is very oriented in seeking solutions to the many situations that occur on a daily basis by using effective communication.



Courtesy Photo

**Jaun Carlos "JC" Garcia is the new technical director for the Department of Public Works for Fort Buchanan.**

## Pet control mandatory for garrison housing residents

**Yvette Robles**  
Ft. Buchanan DPW

Pets play an important role in the home and can be wonderful companions to children, adults and seniors. The bond that forms between a family and their pet is sometimes difficult for non pet owners to understand, but for all of us who have or have had a pet in our home, we know the joy and pleasure these faithful companions can bring.

Owning and caring for a family pet in the Army Family Housing areas doesn't have to be a difficult or burdensome experience. Through a little knowledge of specific guidelines and your special care, together we can make your pet a healthy, happy part of your home at Fort Buchanan for years to come. We encourage all residents to read the guidelines listed below. This information can also be found in the Fort Buchanan Housing Handbook, pages eleven through 13. If you don't have a copy of the handbook, please stop by the Army Family Housing Office.

1. All pets kept on post will be registered within five working days of housing assignment with the Veterinary Treatment Facility.



File Photo

**Before installing fences check with DPW for permission and proper dimensions.**

The vaccination record will be maintained upon request to the proper authority. Notify the VTF when pets are removed from post. All dogs and cats living on post are required to be micro chipped.

If your pet is not micro chipped, call the VTF for an appointment and information.

2. Provide wholesome food, fresh water, and veterinary care. Owners must seek and pay for civilian veterinary care for services that the VTF does not provide.

3. Control of all pets is the direct responsibility of the owner. All pets will be leashed or confined to the premises of the owner or a veterinarian confinement facility (kennel).

- Pets outside of occupant's yard area will be restrained by a leash and under the control of the owner or a representative at all times.

- Cats will not be allowed to roam.
- Pets are not allowed to run loose.
- Pet owners must take the necessary action to prevent damage to lawns and structures.

- Children will not walk pets they cannot control.
- Pets are not authorized to be inside children's playgrounds.

- Pets will only be left outside during inclement weather if they are housed in the proper structure. The shelter shall be a moisture-proof and windproof structure. The size must accommodate the entire body of the pet to allow it to stand up, turn around, and allow retention of body heat. The shelter must be of durable material with a solid floor raised at least two inches from the ground. The entrance shall be covered by a flexible windproof material, self-closing swinging door, or wind baffle.

4. Pets, when confined outside, will be kept on occupant's back yard only and maintain a sufficient distance from sidewalks.

To maintain domestic tranquility, occupants who have dogs that continuously bark and disturb neighbors are required to immediately quiet the animal or take it into the house.

Army regulation provides clear authority for the removal from quarters of sponsors with pets, which become a public nuisance or danger. Pets will not be left outside during inclement weather.

5. Owners will clean up animal feces daily in their quarter's area and as it occurs while in common areas such as parks and roadways. While walking a dog, individuals must have two plastic bags to dispose of the feces. Placing feces without a plastic bag in trashcans and/or dumpsters is strictly prohibited. Violations are consideration for eviction from government quarters.

6. Daily policing must be practiced to remove waste deposits and other litter generated by pets and to ensure that pets do not infringe upon the privacy of neighbors.

In the event that complaints arise due to uncontrolled pet activities or danger, tenants will be directed to either permanently remove the animal from post or relocate to off



post housing.

7. Humanely dispose of pets when no longer wanted.

8. Kennels will not be operated in government quarters.

9. Keep unspayed female pet inside quarters (except for short, supervised exercise breaks during their heat period) to prevent attracting of male pets into the area.

10. Prevent pets from becoming a nuisance or menace to other persons, animals or property. "Nuisance" is defined as causing annoyance (e.g., prolonged barking, whining, or howling) or damage to private or public property.

Owners are responsible for controlling all pets to prevent them from biting or injuring people or other animals, and for preventing their interference with official inspections, reviews, ceremonies, and parades.

11. Owners shall clear through the VTF and obtain the health records of their pets upon reassignment from Fort Buchanan.

12. A family is allowed two pets in government quarters.

One litter is authorized per year, per family, and will be removed from quarters after they are no longer nursing. Additional pets over the limit may be allowed by exception to policy by the Garrison Commander.

13. Animals of the primate families (e.g., monkeys), exotic animals (e.g., ferrets, snakes), and animals protected by the Endangered Species Act cannot be pets in government quarters.

Farm animals (e.g., chicken, cattle, goat, sheep, pigs, ducks, and rabbits) are not allowed as pets without exception to policy approval from the Garrison Commander.

14. Report any stray animals to the Directorate of Public Works at telephone 707-3971 during normal duty hours (7 a.m. to 4 p.m., Monday through Friday, except for official holidays).

During non-duty hours (4 p.m. to 7 a.m., weekends and holidays), report any stray animals to the Military Police, at telephone 707-3337.



# Army's Blue to Green program achieves milestone

**Samantha L. Quigley**  
American Forces Press Service

**WASHINGTON** — The Army's "Blue to Green" program, designed to allow airmen, sailors and Marines affected by force shaping to move to the Army, recently hit a milestone, a Defense Department official said here yesterday.

"Just in the past couple of weeks we've had our 1,000th transfer," Bill Carr, acting deputy undersecretary of defense for military personnel policy, said in an interview.

An effect of the Air Force and Navy downsizing is fewer opportunities for airmen, sailors and Marines to continue in their career fields, he said. The Army's Blue to Green interservice transfer program, open to officers and enlisted person-

nel, affords an alternative to leaving military service.

"That would be to serve as an officer or noncommissioned officer in the U.S. Army," Carr said. "I think the ones who are considering Blue to Green are the ones who are interested in trying another career and the challenges associated with it."

Second Lt. Michael B. Moore, a recent transfer, is a good example, Carr said. The former airman was an air-battle manager trainee before trading his blue uniform for green. When Moore transferred to the Army, he chose to go into the infantry.

But that wasn't enough of a challenge for the newly minted Soldier, who has been assigned to the 82nd Airborne Division, at Fort Bragg, N.C., Carr said.

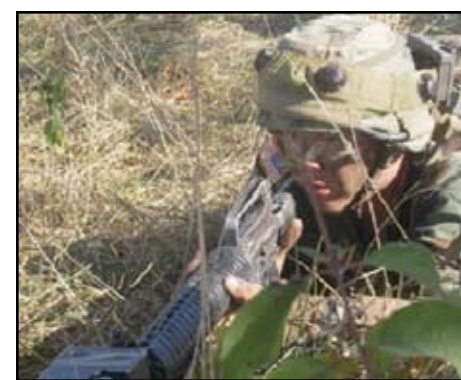
"(He) not only went over as an Army officer in the infantry, but also participated in

the airborne and ranger training," he said. "He's really taking the full exposure and doing very well at it."

Carr said the program is good not only for the military, which retains experienced servicemembers through the Blue to Green program, but also for the servicemembers. It provides them a chance to look into options within the military before they consider the private sector, he said.

"For Blue to Green, the ideal future would be that anyone who was considering leaving the service would first look to Blue to Green as they're looking at other options and consider what it has to offer," Carr said. "And it has a lot to offer."

More information, including guidelines and benefits of the Blue to Green program, can be found at Web site [www.goarmy.com](http://www.goarmy.com).



Spc. Christopher Fincham

**Spc. Michael Bennett takes up a prone position behind some concealment during the Warrior Challenge. Bennett, a former Sailor, was among the first Blue to Green warriors to graduate.**

## Commissaries add registered dietitian

**Bonnie Powell**  
Defense Commissary Agency

**FORT LEE, Va.** — Customers have always been able to find healthy food at healthy savings in their commissary. They can also find healthy advice, now that the Defense Commissary Agency has a registered dietitian on staff.

"We made a commitment to be the nutritional leader for the military," said Patrick Nixon, DeCA director and chief executive officer. "We're excited to have Maj. Karen Fauber as the first DeCA dietitian, and we expect this to be a great opportunity for customers to obtain nutrition education through their commissary system."

Having a dietitian on staff is a growing trend in the commercial grocery industry and more and more consumers indicate they look to grocery stores for nutrition education and guidance. After all, that's where they make most of their food-purchase decisions.

DeCA and TRICARE have been partnering for two years on TRICARE's Healthy Choices for Life program, which focuses on the problems of alcohol abuse, tobacco use and obesity in military families.

"Since we are the grocery store of choice for millions of military families, we developed the 'It's Your Choice, Make it Healthy' program to tie into the weight-management segment of healthy choices," Nixon said.

It's Your Choice does not aim to tell customers what is good or bad, but it does encourage them to think more about their choices.

"Weight management is a topic of primary importance for DoD patient education," said TRICARE Chief Medical Officer Dr. David Tornberg. "DeCA is making a significant contribution to our program by emphasizing healthier eating, and has

taken the effort to a new level by adding a registered dietitian to their team."

Nixon added, "Having a registered dietitian increases our ability to educate customers on how to make healthier meal choices - reading product labels at the commissary, enjoying more fresh fruit and vegetables and leaner meats, and preparing meals at home instead of hitting the fast-food drive-thru or spending hard-earned money on restaurants."

The DeCA dietitian is already on the job, having filmed a Pentagon Channel segment offering advice on how to shop for foods that will help consumers stick to their New Year's resolutions to lose weight.

"I really appreciate the leadership role commissaries are taking in advocating healthy food choices for military families," said Fauber, "and I am eager to be a part of DeCA's efforts in

promoting 'It's Your Choice, Make It Healthy,' and providing nutrition education as part of the commissary benefit."

Fauber has 16 years of service with 10 years as an Army Reserve dietitian and six years active duty, including experience as a certified diabetes educator in Army medical facilities and public-health clinics.

Some of the initiatives planned for the DeCA dietitian include an "Ask the Dietitian" feature on the DeCA Web site [www.commissaries.com](http://www.commissaries.com) and increased visibility for the recently revamped "5 A Day for Better Health" program, which focuses on fruits and vegetables. Fauber will also work closely with DeCA home economist and Europe outreach specialist Kay Blakley, who is well-known for her "Kay's Kitchen" newspaper columns and recipes, and TV spots on American Forces Network in Europe.



Cherie Huntington

**Maj. Karen Fauber, DeCA dietitian offers advice on how to shop for foods which will help commissary consumers stick to their New Year's resolutions to lose weight.**



File Photo

## Law pressures agency to defend personal data from identity theft

**John Neville**  
Fort Knox "Turret"

**FORT KNOX, Ky.** — Last month, President Bush signed into law the Veterans Benefits Improvement Act of 2006.

Under the new law, the VA will use encryption protection for all data. If a breach does occur again, the VA is now required to notify those affected so that they may act promptly to prevent or at least minimize damage. The VA must also issue fraud alerts to those affected. A fraud alert is a notice placed on a person's credit report that requires creditors to contact the person before new credit is issued under that name.

The VA must also provide credit-monitoring services to those who've had their information compromised.

Companies hired to monitor credit will alert customers when there has been —

- New account activity - whenever a new account is opened in the customer's name.

- Address change - Thieves opening an account (in the victim's name) are also likely to use a different address.

- Account information changes - If other changes are made to information on the account, such as the amount borrowed, the customer will be notified.

- Changes to public records - Customers will also be alerted to any change made to the type of public records that appear on a credit report.

- Closed accounts - A customer will be alerted if his or her account has been closed.

- Collection accounts - Monitoring services will alert customers if any action is related to collection services.

- Inquiries to credit information - A credit-monitoring service will alert the customer if an inquiry is made to the customer's credit file..



# Canejas Caves provide clues to life of Puerto Rico's Tainos

Melissa Zayas  
El Morro Staff

For many years Fort Buchanan kept the caves of Monte de Canejas top secret.

Indian artifacts were discovered behind Maxie-William football field.

The caves were designated as a historical site because of Indian artifacts belonging to the "Tainos," the first ancestors in Puerto Rico.

Unfortunately, the cave is currently ruined because it collapsed ten years ago during construction on one of the nearby Mogotes.

"My mind recalled the 1500's," Ivan Ayala said. In 1981, Ayala, from the Department of Public Works, had the opportunity to be inside the cave. Up until then, Ayala was not aware the cave existed. According to Ayala the cave was uncomfortable because of its shape; he compared the cave to a trailer.

The existence of the cave was revealed when personnel of DPW and the Center of Archeology of the University of Puerto Rico started an excavation process.

They had to use several methods because the cave had limestone rubble; mostly the excavation had to be done with hand trowels.

It was a long process because the artifacts had to be treated with delicacy in order to conserve them. Every piece collected was placed in plastic bags for storage. Several of the artifacts found inside the cave consisted of shellfish remains, ceramics, land snails and stone.



Courtesy Photos

**This is one of the entrances to the Canejas Caves adjacent to Fort Buchanan.**

A Mogote, also known as a limestone hill, is where the cave was located. The cave had several types of ceramics, recognized by their flat bases, thick rims, and thin walls and decorated with white on red painting, and glazing over the painting.

The floor of the cave was covered with limestone rubble, leaves and cultural material.

The historic cave of the Monte de Canejas area is in a "V" shape and it ends at its northern end. The cave is 75 meters long. The mouth of the cave is 17 meters from the north to east wall.

The area surrounding Monte de Canejas is wooded, but most of the area has been destroyed in the last few decades.



**(Left) An excavator stands outside the entrance to the caves. (top) A Mogote is a limestone hill. Fort Buchanan is surrounded by several of them.**



Melissa Zayas

**Marcos Orengo, graphic artists, Visual Information, works on a new event poster requested by a Fort Buchanan agency.**

## Vi provides multimedia services for garrison

Melissa Zayas  
El Morro Staff

One of the most entertaining offices on Fort Buchanan is the Visual Information Division of DOIM located in Bldg. 152. The 20 year old department was under the Training Support Center. In 2004, VI was transferred to the DOIM. Originally, all the work was performed manually such as photography and graphics. In the beginning, there were more Soldiers working at VI than civilians.

Orlando Hernandez was the one of the VI personnel who brought new technology to the operation. He was one of the first to use digital cameras, video camcorders and graphic design. With computers, VI edited photographs and videos.

Since the advent of digital systems, VI has kept abreast of new digital changes and programs. VI services include charts, multimedia presentations, still-photos, custom made signs and prints. The Photography section offers Department of the Army photos for official activities and promotion photos. The Video section documents all official activities on Fort Buchanan. By regulation, official activities such as mobilizations, when a Soldier dies and ceremonies are covered. Afterwards the documented videos are sent to Washington D.C. for archiving.

Recently, a new Video Studio Room for command briefings, messages and for the Public Affairs Office News was constructed. Also, VI has a "lending closet" of equipment that is for small reunions and official activities off the garrison.

The team of the VI Division/ DOIM are Edwin Rios, Guillermo Santiago, Rosario Irizarry, Roberto Torres, Marcos Orengo, Jose Lopez, Carlos Cruz, Ramon Delgado, Felix Rodríguez, Mario Morales, Carlos Rivera, Joaquín Pedron, Joseph Bonnet and Leonardo Martínez.

"Our personnel are very efficient and they give everything for their work. They are dedicated, responsible and their works are of high quality. They give more than 100 percent. This is the best place that I have worked because of the great coworkers," Edwin Rios said.

**Army**  
eLearning



E-Learning is the merge of the Internet and learning or Internet-enabled learning. It empowers you with the use of network technologies to create, foster, deliver and facilitate learning, anytime and anywhere. At no cost to the individual, you can access courses on Business Skills, Desktop Computer Skills, Human Resources, Foreign Languages and more, around the clock 24x7. All you need to do is get an AKO account and register in the Education window.

For more information, call 707-3888 or 3546.

Rejoice in the  
LORD Always

## Fort Buchanan Religious Services

### CATHOLIC —

- Saturday Evening Mass 5:30 p.m. (Confessions: 4:30 p.m.)
- Sunday Morning Mass 9 a.m. (Confessions: 8:30 p.m.)
- Baptisms and Weddings — See Father at Bldg. 233 or call X3405/3904.
- CCD classes for First Communion & Confirmation — Sundays after Mass at 10:30 a.m. (Call Father or the Office for details).
- Counseling, Spiritual Direction, call for appointment at X3904/3405.

### PROTESTANT —

- Sunday General Collective Protestant Service 10:30 a.m.
- Counseling, other activities — call the Office at X3904 for details.

Installation Chaplain — Lt. Col. Rafael A. Rodriguez (Catholic).  
Deputy Installation Chaplain — Capt. Abimael Rodriguez (Protestant).  
Administrative Assistant — Waleska Burgos.

Religious Support Office — Bldg. 183, 707-3904.  
RSO NCOIC — Bldg. 183, 707-2225

RSO is closed on weekends, training and federal holidays.



# School accreditation team to visit Fort Buchanan

**Connie Acevedo**  
*Antilles School System*

The Superintendent and DSO staff cordially invite you to welcome visiting team members from the North Central Association Commission on Accreditation and School Improvement to our communities.

The teams, visiting Feb. 5 to 22, 2007, will be conducting accreditation reviews at all Fort Buchanan Schools.

The purpose of their visit will be to assist the schools in improving the performance and

success of its students as well as ensuring the public's trust by verifying that standards are met and there is a quality improvement process.

The NCA team will meet with groups of students, parents, teachers, and community members.

They will visit classrooms and evaluate our School Improvement Process.

Schools will be announcing their in-brief sessions and other specific activities for this important visit.

We invite you to participate in



these activities at each school.

Your input is important to us.

For more information, contact your school principal or Dr. Carmen R. Arroyo at 707-4627, or by email at [carmen.arroyo@am.dodea.edu](mailto:carmen.arroyo@am.dodea.edu).

Community Out-briefings at each school —

• Antilles High School – Feb. 8, 2:15, Media Center.

• Antilles Middle School – Feb. 8, 2:10, Media Center.

• Antilles Intermediate School – Feb. 14, 2:15 Media Center.

• Antilles Elementary School – Feb. 22, 2:25, Cafeteria.

For more information concerning Department of Defense Domestic Dependent Elementary and Secondary Schools (DDESS Puerto Rico), contact the Superintendent's Office, Bldg. 566.

Dr. Bruce W. Jeter is the superintendent for New York, Virginia and Puerto Rico. Dr. Gregg Mowen is the assistant superintendent for DDESS Puerto Rico.

Faxes can be sent to (787) 707-4618.

## 4-year old in need of blood

**1st Lt. Hector Prieto**  
*301st MP Co.*

The 301st Military Police Company and its Family Readiness Group recently donated blood for Joseph Leonel Rodriguez, son of Sgt. Leonel Rodriguez, personnel sergeant of the 301st MP Company.

Joseph Leonel Rodriguez is a 4-year old boy recently diagnosed with Leukemia. Donors may visit the Banco de Sangre de Servicios Mutuos, #662 Ponce de Leon Avenue, located across from the Auxilio Mutuo Hospital in order to donate. Their phone number is (787) 751-6161.

Donations need not be O positive blood only, any blood type will work towards young Joseph Leonel's blood account.

Please indicate donations are for Joseph Leonel Rodriguez, who is at the Hospital Municipal de San Juan receiving treatment for his condition.

Thanks for your valuable gift. Donations can still be accepted in the name of Joseph Leonel Rodriguez.



Courtesy Photo

**Members of the 301st MP Co. FRG stepped up and donated blood over the Christmas holidays for four year old Joseph Rodriguez who has leukemia. His father is a Soldier attached to the 301st.**

### DEPARTMENT OF THE ARMY

Vacancy Announcement Number: **SCDP07767879**

Opening Date: **January 24, 2007**

Closing Date: **February 06, 2007**

Position: **Transportation Assistant (OA/BILINGUAL), GS-2102-7**

Salary: **\$31,740 - \$41,262 Annual**

Place of Work: **MIL SURFACE DEPLOYMENT AND DIST CMD, 832nd US ARMY TRANSPORTATION BATTALION, TRAFFIC AND CARGO MGMT SEC, JACKSONVILLE, FL**  
**DUTY LOCATION: PUERTO, RICO**

Position Status: **This is a Permanent position. -- Full Time**

Number of Vacancy: **01**

**Duties:** Serves as Transportation Assistant (OA/BILINGUAL) processing documentation related to shipment of Privately Owned Vehicles (POVs) arriving/departing, handling of hazardous cargo, Commercial Bill of Lading (CBL), Transportation Control Movement Documents (TCMDs), etc. Prepares and distributes CBL for all inland moves and schedules/orders trucks for cargo shipments. Maintains and is responsible for CBL accountability. Maintains motor carrier performance files and keeps them informed with up-to-date information concerning CBL billing procedures. Maintains standard operating procedures for all the motor carriers as well as maintains copies of up-to-date insurance and Public Service Commission licenses. Prepares CBL monthly reports and Consignee expenditure reports. Performs a detailed review and analysis to ensure that required data is present, clear and compatible.

**About the Position:** This position is located at the Puerto Rico Detachment, located at Fort Buchanan, Puerto Rico, is a subordinate Detachment to Surface Deployment and Distribution Command, 832nd U.S. Army Transportation Battalion, Jacksonville, Florida. The mission of the Battalion is to conduct surface deployment, command and control, and distribution operations for the DOD through terminals and facilities throughout Florida, Latin America, and the Caribbean in peacetime and war.

**PURPOSE:** To apply conventional practices to treat a variety of problems in transportation transactions.

**FURTHER CERTIFICATION** from this announcement may take place up to 180 days from the issuance date of the initial Referral List.

Applicants that falsify their resume may be fined, imprisoned, barred from applying for Federal employment, and/or removed from Federal employment.

**Who May Apply:** (Click on Who May Apply) Current, permanent, Federal employees serving on a career or career-conditional appointment in the commuting area of Ft. Buchanan, Puerto, Rico. Reinstatement eligibles. NAF/AAFES Interchange Agreement eligibles. Veterans eligible under Veterans Employment Opportunities Act of 1998. (VEOA) Interagency Career Transition Assistance Plan (ICTAP) eligibles. Defense Civilian Intelligence Personnel System (DCIPS) eligibles.

**Qualifications:** Click on link below to view qualification standard.

#### General Schedule

**SELECTIVE PLACEMENT FACTOR:** The applicant must be fluent in Spanish and English (reading, speaking, and writing). Applicant must certify on their resume that they Bilingual in order to receive consideration. If you do not meet the screen out element, you will be rated ineligible. To qualify at the GS-7 level, applicants must possess one year of specialized experience equivalent to at least the GS-6 grade level. **SPECIALIZED EXPERIENCE:** The ability to perform a variety of transportation support functions. Ability to process a full range of transportation documentations. Best qualified candidates for this job must show in their resume that they have training or experience in the following areas: Knowledge of an extensive body of transportation regulations, procedures, and operations related to transportation support functions; knowledge of the structure and content of transportation documents to investigate and resolve routine or recurring discrepancies, and check documents for adequacy; ability to transcribe pertinent and accurate shipment data into automated records; knowledge of automated or manual transportation files to locate, add, retrieve, or correct routine information using established procedures. **CONDITIONS OF EMPLOYMENT:** Position is designated as Emergency Essential (EE). In the event of a crisis situation, the incumbent may be required to relocate to the overseas area.

**Typing - Any Grade:** Qualified typist is required (40wpm). GS-06 and above: One year of experience directly related to the occupation and equivalent to the next lower grade level. Education is not creditable, however, graduate education may be credited in those few instances where the graduate education is directly related to the work of the position. The experience described in your resume will be evaluated and screened for the Office of Personnel Management's basic qualifications requirements, and the skills needed to perform the duties of this position as described in this vacancy announcement. Applicants who have held a General Schedule (GS) position within the last 52 weeks must meet the Time in Grade Restriction. One year of experience in the same or similar work equivalent to at least the next lower grade or level requiring application of the knowledge, skills, and abilities of the position being filled. Must have 52 weeks of Federal service at the next lower grade (or equivalent).

#### Other Information:(Click on Other Information)

To successfully claim veteran's preference, your resume/supplemental data must clearly show your entitlement. Please review the information listed under the Other Requirements link on this announcement or review our on-line Job Application Kit. Permanent Change of Station (PCS) expenses are not authorized. Temporary Duty (TDY) travel is 05 percent.

**Other Advantages:** The Department of Army offers excellent benefits programs some of which may include: comprehensive health and life insurance; competitive salaries; generous retirement programs; paid holidays, sick leave, and vacation time; flexible work environment and alternate work schedules; paid employment related



**Taxes** ————— **From Page 7**  
of the actions affected by this provision. This publication can be found at Web site [www.irs.gov/pub/irs-pdf/p509.pdf](http://www.irs.gov/pub/irs-pdf/p509.pdf).

Among the IRS actions that qualify for the new April 17 deadline are:

- Calendar-year 2006 federal individual income tax returns, whether filed electronically or on paper (Forms 1040, 1040A or 1040EZ).

- Requests for an automatic six-month tax-filing extension on an individual return for calendar-year 2006, whether submitted electronically or on Form 4868.

- Tax-year 2006 balance-due payments, whether made electronically (direct debit or credit card) or by check.

- For calendar-year taxpayers, individual estimated tax payments for the first quarter of 2007, whether made electronically or by check.

In rare cases, estimated tax payments for the second, third and fourth quarters may be affected for individuals operating on a fiscal year that is not a calendar year.

- Individual refund claims for tax year 2003, where the regular three-year statute

of limitations is expiring.

- For calendar-year taxpayers, tax-year 2006 contributions to a Roth or traditional IRA.

- Corporation income tax returns, including S corporations (Forms 1120, 1120-A and 1120S) for a fiscal year ending on Jan. 31, 2007, and any balance due.

- For a calendar-year corporation, the estimated tax payment for the first quarter of 2007. In some cases, estimated tax payments for the second, third and fourth quarters may be affected for corporations operating on a fiscal year that is not a cal-



File Photo

**Look for this sign at your tax preparers office.**

not a calendar year.

- Calendar-year 2006 partnership returns (Form 1065).

- Annual information returns (Form

endar year.

- Calendar-year estate and trust income tax returns (Form 1041) and any balance due.

- For calendar-year estates and trusts, the estimated tax payment for the first quarter of 2007. In some cases, estimated tax payments for the second, third and fourth quarters may be affected for estates and trusts operating on a fiscal year that is

990) and unrelated business income tax returns (Form 990-T) for tax-exempt organizations with a fiscal year ending on Nov. 30, 2006.

- Calendar-year 2006 Form 990-T for certain employee trusts, retirement plans and education savings plans.

- Extension requests for any return.

- The March tax deposit for employers (generally, small businesses) required to deposit withholding taxes on a monthly basis.

- Withholding-tax deposits for larger employers, subject to the next day deposit rule.

Other actions affected by this provision can be found at Web site [www.irs.gov/pub/irs-pdf/p509.pdf](http://www.irs.gov/pub/irs-pdf/p509.pdf).

Ques. — Will the April 17 deadline be the same in 2008?

Ans. — No. Because of the calendar, there will not be a conflict involving Emancipation Day next year.

April 15 is on Tuesday in 2008, so the normal deadline will apply. The next year that Emancipation Day could affect filing deadlines is 2011.

**Will** ————— **From Page 8**

and prepare a will on your own. Be sure to completely follow all of the instructions.

Preparing a will leads to peace of mind, whether it be a simple will on a prepared form or one executed with the help of experts. It

will protect your loved ones and provide for property distribution in the manner you choose upon event of your death.

For more information or help writing a will, contact your local Staff Judge Advocate Office.



Photos By Leo Martinez



**(Top) Maintaining a time honored military tradition, an Army Honor Guard prepares the American flag for presentation to the surviving family of the world's oldest man and veteran. (Left) Col. Stephen M. Ackman, commanding officer, Fort Buchanan, prepares to present the flag to the family. (Bottom) Following the presentation, Col. Ackman offers words of condolence to the family members. Several Puerto Rican dignitaries attended the service.**



**Benefits** ————— **From Page 6**

of attempting to contact these family members to notify them of their potential eligibility. Beneficiaries who believe they meet the eligibility criteria may also contact FFCCC to verify eligibility, obtain the proper forms and receive assistance with completing and submitting their claim to the Defense Finance Accounting Service. As a result of this combined outreach effort, more than 90 percent of eligible beneficiaries have been paid.

FFCCC is a one-stop resolution center and was established to assist surviving family members of deceased Soldiers. The mission of FFCCC is to provide long-term support and advocacy, and offer comprehensive resolutions to the families of fallen Soldiers by partnering with private and public organizations in addition to various outreach groups.

Families of fallen Soldiers may contact the FFCCC for further information concerning eligibility criteria or questions regarding enhanced death benefits, support and referral information 24 hours a day, seven days a week by calling toll-free (866) 272-5841 or by visiting the FFCCC Web site at [www.armyfamiliesfirst.army.mil](http://www.armyfamiliesfirst.army.mil).

**Safety** ————— **From Page 13**

work sites and new jobs at the same work site.

- Health and safety training for supervisors of young workers.

- Peer-to-peer training programs for young workers.

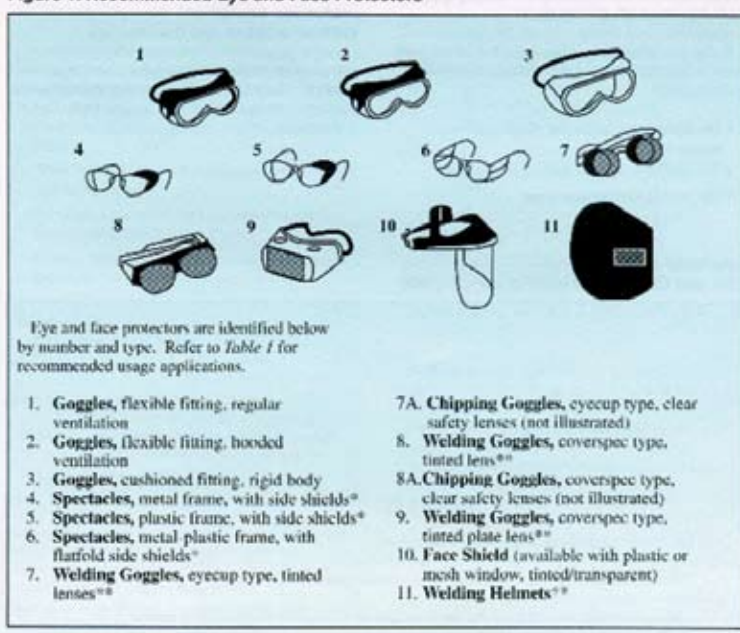
- More education informing youth, parents, employers, unions, and other key stakeholder groups on the issue of young

worker accidents and their rights and responsibilities concerning workplace health and safety.

Ques. — What is being done to prevent young worker injuries?

Ans. — Based on analysis of the young worker claims and stakeholder research, a three-pronged young worker strategy.

Figure 1. Recommended Eye and Face Protectors



**Personal protection equipment, such as these safety eyeglasses should be used in all hazardous environments when working.**

**King** ————— **From Page 4**

Inclosing remarks, Ackman reflected on the progress that has come about in American society, "It reflects that the work of Dr. King has taken root."

Dr. King proved, in Ackman's words that, "Violence is not the solution to human interrelationships problems."

**Scott** ————— **From Page 4**

movement to repeal slavery laws in the colonies. Vermont became the first to do so.

As Algernon Sidney said during the Revolutionary War period, "The liberty of one man cannot be limited or diminished by one or any number of men, and none can give away the right of another."

The residue of slavery in more recent times could be found in the Jim Crow laws throughout the South (in particular) although such delimiting practices existed in all areas of the country. Through the poll tax to literacy requirements, suppression of blacks continued long past any rationalization. It was Dr. King and people like him who would put an end to the insidious implications of Dred Scott.

Incidentally, the actual human being the Dred Scott case revolved around was a freed slave by the name of Frederick Augustus Washington Bailey. You would probably know him better as Frederick Douglas.

It's all there in front of you, if you care to see.







**Caribbean Scoop!**  
a taste of events to come...



Effective February 15, 2007 the Automotive Skills Center will change their hours of operation. The new hours will be:

- Monday - Friday • 9 am - 6 pm
- Saturday • 8 am - 5 pm
- Saturday & Holidays • Closed



## KARAOKE NIGHTS

Community Club & Conference Center  
Thursdays starting at 4 pm.  
Free Admission. Join the Fun!  
The Zone opens Thursdays 4 - 10 pm

Effective February 28 the Community Club & Conference Center will cease offering breakfast. The new operation hours will be as follows:

- Lunch: Tuesday - Thursday • 11 am - 1 pm
- Bingo: Tuesday & Thursday at 6:30 pm
- Amin & Catering Office Hours:  
Tuesday - Friday • 9 am - 3 pm

**For info. call: 787-707-3535 ext. 200, for catering office call ext. 206.**

## MWR Strategic Plan and Our Commitment to Soldiers, Civilians and Families and the Mission of the Army

by Freddie L. Giddens, MWR Director

**On** March 2006, leaders and key personnel from the Directorate of Morale, Welfare and Recreation (DMWR) met in a location in the San Juan area and developed a strategic plan in concert with the Garrison Strategic Plan and the Army Performance Improvement Criteria. The Team identified seven goals which were later streamlined into six objectives in order to assist with the accomplishment of the Garrison's mission. Our Strategic Plan is structured to deliver programs and activities to meet the needs of our diverse customer and based on the mission of the Army. The team established timelines, checks and balances to gauge the success of the plan for the effective delivery of services to the Fort Buchanan Community. The Garrison Strategic Plan consists of four goals; Leadership, Infrastructure, Customer Focus and Mobilization. We developed several initiatives resulting in quality improvements for the MWR workforce and the delivery of MWR program and services. The initiatives below only reflect a very short list of the ongoing progress that is being made to enhance the quality of life and well being for our customers.

- Establishment of a MWR Employee's Mentoring Program.
- MWR Managers' rotation program (for approximately 120 days).
- Hands-on training on the Recreation Tracking System (RecTrac).
- Hands-on training on the CYS Child and Youth Management System.
- MWR developed and delivered Customer

Service Training, which was initially designed for MWR employees. This training was totally successful and received high recognition from many employees in other directorates. Based on high demand from other directorates, MWR trained 281 employees.

- Improved MWR programs, facilities and support services by training managers and employees on correct procedures for work order submission.
  - During 2006, MWR executed \$3.8M dollars in NAF Capital Purchase Minor Construction Projects and projected to executed \$5M dollars in 2007.
  - Improvement to the Employee Recognition Program and expansion to include recognition of managers, team leaders and supervisors.
  - Conducted team building training for 180 MWR employees.
  - Conducted Army Performance Improvement Criteria (APIC) training for MWR managers and facilitators.
  - Opened a Soldiers' Day Room for games and relaxation.
  - Opened the "Home of the Foot long Hotdog" at the Water Spout.
  - Conducted "First Run" Movies at the Community Club.
  - Established a Scuba Diving Class at Outdoor Recreation.
  - Purchased approximately \$60,000 in new equipment at the Fitness Center.
  - Purchased new furniture and high speed internet at the Library.
  - Purchased a new wheel alignment machine at the Automotive Skill Center.
- Through our active mobile Army Com-

munity Service Program (ACS), we trained approximately 8,685 Soldiers and family members. Programs included the Family Readiness Center (FRC) and Mobilization Deployment Readiness Program (MDRP). ACS programs and services were delivered to areas outside of the Island of Puerto Rico, such as St. Croix and St. Thomas. Additionally, Fort Buchanan received six Military and Family Life Consultants (MFLC) as a result of a DoD contract with the Mental Health Network (MHN) Government Services, Inc. The MFLCs began actively working on Fort Buchanan area of responsibility on 24 August 2005. To date they have touched the lives of over 17,620 Soldiers and Family members. They are actively involved in community outreach, individual assessment sessions, Mobilization and Demobilization briefings and training within the Island of Puerto Rico and the U. S. Virgin Islands. The MFLCs can assist in recognizing early warnings of possible Post Traumatic Stress symptoms, with training in addressing reunion, reintegration concerns.

There are several other initiatives in progress and others in the drawing board. The motivation to improve services and programs is high and on 20 - 22 March 2007, we will conduct the second phase of our MWR Strategic Planning Review and the Employee Developmental Program. This training will allow the MWR leaders and staff to focus and understand the roles and responsibilities of MWR and our commitment to continue meeting the needs of our "Soldiers, Civilians and Families" and the mission of the Army.





# Caribbean Scoop!

Fort Buchanan, Puerto Rico • February 2007

Look for more information about these and all MWR events at our feature guide: MWR Caribbean. Available Now! at various points of distribution throughout the garrison.

## Valentine's Day BRUNCH

Community Club  
& Conference Center

Sunday, 11 February  
11 am - 2 pm

Featuring:

**GRUPO  
LOS AMIGOS**

Live music

Admission:

Adults (12 years and older) \$16.95

Children 6 - 11 years \$8.95

Children 5 years and under free

Reservations required. For details call  
787-707-3535, x-200 or 206, Tue - Fri, 8 am - 3 pm.

### Trip to San Sebastian Farmers' and Flea Market

Friday, 9 February • 7 am - 6 pm

An opportunity to find fresh produce, specialty and bargain shops. Leaving from ACS Building 1019, Buchanan Heights at 7 am. Returning at approximately 6 pm. Reservations required for the trip; call Ms. Lucca, ACS Relocation Manager at **787-707-3682/3697**

### Planing & Budgeting

Thursday, 15 February • 10 - 11:30 am

### Planing for Your Financial Future

Thursday, 22 February • 10 - 11:30 am

Classes held at ACS, Bldg. 1019 Buchanan Heights. For more info call Mrs. Romero, ACS Financial Readiness Manager at **787-707-3682/3697**

Fort Buchanan Community Club  
Conference Center

PROUDLY PRESENTS

DIRECTLY FROM MANDALAY BAY, LAS VEGAS, NEVADA

**PPV BOXING**

SATURDAY, 10 FEBRUARY

At the **ZONE**

**SUGAR SHANE MOSLEY**  
12 ROUND VS. CHAMPIONSHIP  
**LUIS COLLAZO**

**VIVIAN HARRIS VS. JUAN LAZCANO**

**DOORS OPEN AT 8 PM** \$10 cover charge  
Boxing transmitted at 10:45 pm (local)  
For more information call 787-707-3535, x-200

**KARAOKE**  
at the **ZONE**  
Community Club & Conference Center

CONTEST LOOMING  
ON THE HORIZON!!!  
GET YOUR ACT TOGETHER!

**Thursdays**  
starting at 4 pm  
**FREE ADMISSION!**

For more info  
call CC&CC at  
**787-707-3535**  
x-200

A chance to  
**WIN**  
**4**  
**FREE LUNCHES**  
weekly drawings

When you purchase a full price lunch at the Community Club & Conference Center, you get an entry coupon for the drawing.

Drawings are held every Thursday at the Club at 5 pm.

Winner may redeem his/her 4 meal tickets (dollar value of \$6.25 each) at the Community Club & Conference Center, the Bowling Center & Golf Course Complex

Sponsored by Exchange New Car Sales/AAFES

The US Army does not officially endorse sponsors.